

The Short List

Top 50 Occupations for Non-Traditional
Apprenticeship Expansion in California

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 **LAUNCH** | Apprenticeship
Network



POWERED BY

California Community Colleges

THE SHORT LIST: TOP 50 OCCUPATIONS FOR NON-TRADITIONAL APPRENTICESHIP EXPANSION IN CALIFORNIA

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EXECUTIVE SUMMARY

In 2018, Governor Newsom announced an ambitious plan to reach 500,000 registered apprenticeships in California by 2029. Apprenticeship completions have increased since this announcement: 17,703 apprentices completed Division of Apprenticeship Standards (DAS) registered programs in 2023, up from 12,743 in 2018. The number of non-traditional apprenticeship completions overseen by the Interagency Advisory Committee on Apprenticeship (IACA) has grown faster than completions in traditional apprenticeship programs in the building and construction trades during this time period.¹ Non-traditional apprenticeship completions in health, information communication and technology, advanced manufacturing, transportation and logistics, education and early childhood development, and retail and hospitality have grown nearly 300% during this time, reaching 1,762 in 2023, up from 633 in 2018.²

A significant portion of this growth in non-traditional apprenticeship has come from programs affiliated with California’s system of community colleges. Building on this success, the California Community Colleges Chancellor’s Office (Chancellor’s Office) is working to build a statewide apprenticeship hub and a network of eight regional apprenticeship hubs to support non-traditional apprenticeship adoption and expansion through California’s community college system. The LAUNCH Apprenticeship Network (LAUNCH) – drawing on a proven model developed and implemented with partner colleges in the Inland Empire - has been charged with building this statewide ecosystem.

To support this effort, this report **identifies the Top 50 occupations** that represent targets for non-traditional apprenticeship development and expansion in 2026. Additionally, this report lays out criteria and a roadmap to develop a repeatable process to evaluate which occupations - statewide and in each region - represent **Strong Apprenticeship Opportunities** into the future.

SECTION 1: IDENTIFYING STRONG NON-TRADITIONAL APPRENTICESHIP OPPORTUNITIES

This section lays out five criteria for identifying Strong Apprenticeship Opportunities, or SAOs. These include evidence of “Market Demand”, alignment with “Regional Priorities”, availability of “Existing Standards and Programs”, “Advancement Opportunity”, and “Employer Interest” in using the apprenticeship model to address talent pain points. While the business processes are not yet in place statewide to evaluate occupations on all five criteria, this report used the “Market Demand” and “Regional Priorities” criteria to identify the initial list of the Top 50 occupations recommended in this report.

1 Apprenticeship in the Inland Empire. December 2024. Center of Excellence for Labor Market Research Inland Empire Desert Region. <https://coecc.net/wp-content/uploads/2024/12/2024-Apprenticeship-in-the-Inland-Empire-COE-Report.pdf>

2 Ibid

Criteria to Identify Strong Apprenticeship Opportunities (SAOs)



SECTION 2: TOP 50 OCCUPATIONS FOR APPRENTICESHIP EXPANSION

This section identifies occupations that represent strong candidates for statewide expansion in 2026.

- Forty-seven occupations were identified based on the *Market Demand*³ and *Regional Priorities*⁴ criteria used for this report.
- Three additional occupations were identified based on significant employer interest. These occupations did not appear in at least 3 regional COE priority jobs reports due to low entry-level wages but have clear advancement opportunities into the other 47.
- Eighteen of the Top 50 jobs are in Health. Nearly all regional Centers of Excellence for Labor Market Information (COEs) identified multiple health occupations as regional priorities, including Licensed Vocational Nurse, Registered Nurse, Respiratory Therapist, and Dental Hygienist.
- The remaining 32 occupations were in Advanced Transportation and Logistics (eight occupations), Business and Entrepreneurship (seven occupations), Information, Communication, Technologies (five occupations), Public Safety (four occupations), Advanced Manufacturing (four occupations), Energy, Construction, and Utilities (two occupations), Retail, Hospitality, and Tourism (one occupation) and Education and Human Development (one occupation).

3 Occupations expected to grow in total employment and are producing 500 or more projected annual job openings each year over the next 5 years statewide.

4 At least 3 regional COEs identified the occupation as a priority job in their priority jobs reports and/or apprenticeship reports published in 2024 or 2025. This suggests that multiple regions are focused on the occupation, have existing and/or are developing programming in the area, and are prioritizing these occupations for grants, funding opportunities, and partner engagement.

- This report includes a companion interactive data book that provides data on the number of jobs, employment projections, annual average job openings, wages, top employers, and common job titles for these Top 50 occupations. This interactive data book can be found at the hyperlink below, with some of the information also included in the Appendix.

Top 50 Occupations for Non-Traditional Apprenticeship Expansion in CA Interactive Companion Tool

SECTION 3: LAUNCH'S CURRENT APPRENTICESHIP ACTIVITY IN THE TOP 50 OCCUPATIONS

Securing approval from the US Department of Labor and the California Division of Apprenticeship Standards can take many months, if not years. Employers that were initially interested in participating may lose interest as personnel, priorities, or business conditions change. The relevance of existing community college programs and whether DAS-approved standards already exist at LAUNCH or a trusted partner can be critical to the success of an apprenticeship startup effort. This section catalogs the existing apprenticeship programs LAUNCH currently operates or supports as of January 2026 and maps them to the top 50 occupations identified in Section 2. Key highlights include:

- LAUNCH currently supports 53 total apprenticeship occupations and serves as the formal sponsor for 38 occupations.
- Twenty-five of these 53 occupations are approved by the US Department of Labor (DOL) and the California Division of Apprenticeship Standards (DAS). Thirty-seven occupations are pending approval with at least one of those agencies.
- LAUNCH has existing standards approved or pending approval with 23 occupations that either directly align with or are adjacent to the “Top 50” occupations.
- Ten of the 18 occupations in the health sector that are in the “Top 50” have approved or pending apprenticeship standards in directly aligned or adjacent occupations, while all five Information and Communications Technologies/Digital Media occupations in the Top 50 have approved or pending programs.
- As of January 2026, programs sponsored by LAUNCH have a total of 533 active apprentices in programs aligned with the Top 50 occupations identified in this report, with a total of 1,301 apprentices to date.
- LAUNCH is engaged with 48 public education institutions to serve as Local Education Agencies (LEAs) for apprenticeship programs as of April 2026. LEAs provide instruction for apprenticeship programs, while some also provide student recruitment and support, employer outreach, fund development partnerships, and facilities and training equipment to programs.

SECTION 4: RECOMMENDATIONS

In addition to using the Top 50 occupations to inform funding priorities, statewide and regional apprenticeship hub policies and practice, employer engagement strategies, and standards development, this report outlines three priorities for consideration by the Chancellor's Office.

Recommendation 1: Consider Targeted Investments to Expand Non-Traditional Apprenticeships in the Health Sector

Health occupations represent 18 of the top 50 targets outlined in this report - by far the most of any sector. All eight regions are focused on at least six health occupations. Licensed Vocational Nurses (LVNs) and Registered Nurses (RNs) are a priority in every region's COE priority job reports. Overall, health occupations represent the largest and fastest growing apprenticeship targets statewide. Developing statewide standards, establishing dedicated funding or grant opportunities with multiple state agencies, and helping large health sector employers expand apprenticeship opportunities to new regions and occupations could advance adoption and expansion of non-traditional apprenticeships throughout the California Community Colleges system.

Recommendation 2: Implement Statewide Employer Interest and Annual Review Surveys to Assess "Real Interest from Employers"

Currently, there is no systematic effort by LAUNCH or its community college partners to document, collect, or analyze employer interest in non-traditional apprenticeship pathways. Implementing a standardized employer-interest form, along with annual employer satisfaction surveys, across the statewide and regional apprenticeship hub structures would address this gap. Regional hubs could use individual responses to guide day-to-day operations and employer engagement, while the statewide hub could produce quarterly reports that analyze trends by sector, occupation, and technical assistance needs. These aggregated data would provide an ongoing mechanism for assessing the "Real Interest from Employers" criterion within the SAO framework.

Recommendation 3: Incorporate the Strong Apprenticeship Opportunity (SAOs) into Regional COE Scopes of Work

Regional COEs are doing critical research on apprenticeship and top jobs that regional consortia and colleges use to identify occupations and programs for apprenticeship expansion. There is an opportunity for the CO to align the regional COE scopes of work (SOWs) with the Strong Apprenticeship Opportunity (SAO) feasibility framework described in this report. Regional COEs and Regional Apprenticeship Managers (RAMs) could each contribute to assessing occupations against the five elements of the SAO framework, with responsibilities distributed based on role and data access.

COEs provide annual LMI research inputs for Criteria #1 (Market Demand) and Criteria #2 (Alignment with Regional Priorities), and may support Criteria #4 (Advancement Opportunity) where relevant data is accessible. RAMs could lead assessment of Criteria #3 (Existing Standards and Curriculum) and Criteria #5 (Real Interest from Specific Employers). This framework should be applied using agreed-upon, criteria-driven analysis that is refreshed annually as labor market conditions change.

SECTION 5: CONCLUSION AND LIMITATIONS

This initial report is just a first step in building a repeatable process for assessing apprenticeship viability for non-traditional occupations. Important limitations related to availability of data for all five criteria in the SAO and differences in how each COE defines priority jobs affect which occupations are included in the 'Top 50' list.

The LAUNCH Statewide Hub intends to update and expand on this applied research each year, publishing a report and related data products to support the Chancellor's Office, regional apprenticeship managers, community college staff, and partners in their efforts to expand non-traditional apprenticeship across California.

While this report outlines an initial Top 50 occupations for prioritization, it also lays the groundwork for identifying **Strong Apprenticeship Opportunities (SAOs)** systemically in the years ahead. Identifying which occupations to focus on for non-traditional apprenticeship expansion is not simple. But it will be critical to scale and sustain programs across California's public community college system.

SECTION 1: IDENTIFYING STRONG NON-TRADITIONAL APPRENTICESHIP OPPORTUNITIES

Establishing or expanding non-traditional apprenticeship programs requires time, energy, expertise, relationship capital, and money. Understanding which occupations have the necessary ingredients to stand up, scale, and sustain multi-employer apprenticeships in regions across California is critical. This report identifies 50 occupations that represent strong targets for non-traditional apprenticeship expansion in California in 2026. It also outlines a repeatable process for the Chancellor's Office, community colleges, and state and regional apprenticeship hub staff and partners to use for identifying Strong Apprenticeship Opportunities (SAOs) on an ongoing basis.

The State of California has invested heavily in expanding the number of workers in California who enroll in and complete apprenticeships. In 2018, Governor Newsom announced an ambitious plan to establish 500,000 apprenticeships by 2029. In addition to large federal investments to expand apprenticeships, the California legislature has increased funding through efforts such as the California Apprenticeship Initiative (CAI), along with large funding packages that established the Apprenticeship Innovation Funding (AIF) and the California Youth Apprenticeship Grant (CYAG) program. Policies, such as AB1809, have also been enacted to make it easier for apprentices to access community college courses and programs.⁵

Apprenticeship completions have increased over the last five years since the 2018 announcement in both the traditional and non-traditional occupations. 16,071 apprentices completed DAS registered programs in 2022, up from 12,743 in 2018. Non-traditional programs grew by 53% during that time, although the numbers were still relatively small.⁶

The Chancellor's Office is helping the non-traditional apprenticeship system expand and scale through the public education system. In 2025, the Chancellor's Office invested in the LAUNCH Apprenticeship Network (LAUNCH) to develop statewide and regional apprenticeship hubs that would support and administer regional apprenticeship programs in each of the eight community college regions.

The LAUNCH Apprenticeship Network, through an investment by the Chancellor's Office, is establishing non-traditional apprenticeship hubs in each of the eight community college regions, as well as a statewide hub. The goal of this effort is to build a statewide apprenticeship ecosystem to allow more community colleges, high schools, employers, other partners, and job seekers to participate in registered apprenticeships.

⁵ AB 1809, passed in 2018 as the Higher Education Trailer Bill, for example, provides colleges with full-time equivalent student (FTES) funding for individuals enrolled in courses as part of an apprenticeship program, helping support RSJ costs and allowing colleges to offer tuition-free education as part of apprenticeship programs.

⁶ Apprenticeship in the Inland Empire. December 2024. Center of Excellence for Labor Market Research Inland Empire Desert Region. <https://coecc.net/wp-content/uploads/2024/12/2024-Apprenticeship-in-the-Inland-Empire-COE-Report.pdf>

The Chancellor’s Office investment in the LAUNCH Apprenticeship Network will support the next phase of maturity in California’s non-traditional apprenticeship system within the California Community Colleges – a phase focused on scale and sustainability. In each regional consortium, the apprenticeship hubs will be a source of apprenticeship technical assistance, centralized management, employer engagement coordination, and sponsorship administration. Critical to this effort’s success is developing a repeatable process to understand which occupations, statewide and in each region, present **Strong Apprenticeship Opportunities**.

LAUNCH is working to develop a repeatable process to identify **Strong Apprenticeship Opportunities**, or SAOs that:

- Identifies viable, scalable, and sustainable occupations for non-traditional apprenticeship expansion in each of the eight community college regions to help inform regional funding priorities, planning, employer engagement activities, and college faculty, staff, and partner apprenticeship focus areas.
- Identifies occupations well-suited for the development and management of single statewide standards, supported by investment and multi-region communities of practice.
- Leverages existing Chancellor’s Office investments and structures, including the Centers of Excellence for Labor Market Research and Regional Apprenticeship Hubs.

1.1: IDENTIFYING STRONG APPRENTICESHIP OPPORTUNITIES (SAOS)

The LAUNCH team has identified five criteria to determine occupations that represent SAOs:

1. **Statewide or Regional Market Demand:** Job growth and high rates of annual average openings within a given region or regions that can sustain a pipeline of apprenticeship. This demand can be assessed using Labor Market Information (LMI) from publicly available data published by the US Department of Labor and/or California’s Employment Development Department (EDD), or with subscription-based software such as Lightcast. Throughout the state, there are nine Centers of Excellence for Labor Market Information (COEs) that produce regular research to support this step and should continue to be leveraged.
2. **Alignment with Regional Priorities:** In addition to job growth and high numbers of annual job openings, an apprenticeship program that aligns with regional workforce, education, and economic development priorities will be more likely to secure support, funding, and introductions to employers from regional partners - a key step to scale and sustainability. This can be validated by reviewing the nine regional COEs “Top Jobs” reports, local workforce board priority sectors and regional plans, and economic development planning and strategy documents.

One important limitation on this approach is that regional COEs may use different criteria to identify priority or top jobs. For example, one regional COE may remove all occupations that require a bachelor's degree, whereas other COEs may not remove that criteria.

- 3. Availability of Existing Standards and Programs:** It is a significant lift to develop new academic courses and programs to meet the needs for an apprenticeship program. Developing new apprenticeship standards and getting them approved by the California Division of Apprenticeship Standards can take many months and sometimes years. Employers that were initially interested in participating may lose interest as personnel, priorities, or economic conditions change. The relevance of existing programs and whether DAS-approved standards already exist at LAUNCH or a trusted partner can be critical to the success of an apprenticeship startup effort.
- 4. Advancement Opportunity:** This criterion considers whether the occupation has sufficient training complexity and advancement opportunity within the career pathway to justify an apprenticeship model. Some occupations may be “dead end” jobs, offering limited advancement opportunities with no viable wage progression or career path. Apprenticeship programs are best suited for occupations with sufficient skill needs to justify at least 144 hours of classroom training and ongoing, competency-based advancement opportunities.
- 5. Real Interest from Specific Employers:** This criterion involves documented interest from specific employers willing to invest in skills development – including wage increases, supervision and mentorship, and W-2 employment – through the apprenticeship model for new and existing employees. Because this requires employer policy and practice change, this interest should include buy-in or engagement from individuals with decision-making authority from employers. While there is no systemic way to measure or gauge this interest statewide today, LAUNCH plans to roll out a brief employer interest survey statewide in 2026 to collect and report on employer interest data to CO and regional consortia on a quarterly basis. See **recommendation 4.2** for more information about LAUNCH's planned approach to rolling this out.

SAOs can be found where most or all of these five criteria are met. SAOs have a viable opportunity to startup and/or scale to serve multiple employers over time, representing viable and prudent investment opportunities – including funding, technical assistance, staff time, relationship capital – by CO, regional consortia, colleges, and community college system partners.

Exhibit 1: LAUNCH Framework for Identifying Strong Apprenticeship Opportunities

Criteria to Identify Strong Apprenticeship Opportunities (SAOs)



1.2: IDENTIFYING MARKET DEMAND AND REGIONAL PRIORITIES

As an initial step using this framework, this report provides the top positions for non-traditional apprenticeship expansion in California using two of the five categories for assessing SAOs:

- **Market demand:** Occupations expected to grow in total employment and are producing 500 or more projected annual job openings each year over the next 5 years statewide.
- **Alignment with Regional Priorities:** At least 3 of the 9 regional COEs⁷ identified the occupation as a priority in their 50 jobs reports and/or apprenticeship reports published in 2024 or 2025.⁸ This suggests that multiple regions are focused on the occupation, have existing and/or are developing academic programs to train for relevant skills for the occupation, and are prioritizing these occupations for grants, funding opportunities, and partner engagement.

⁷ There are nine regional COEs that completed priority jobs reports used in this analysis – Bay Area, Central Valley / Mother Lode, Far North, Greater Sacramento, Inland Empire Desert Region, Los Angeles, Orange County, San Diego Imperial, and South Central Coast. The LAUNCH team is operating in eight regions; the Far North and Greater Sacramento COE regions are combined for a single region – North/Far North and is served by a single Regional Apprenticeship Manager. At times and depending on context, this report refers to 8 regions and 9 COEs.

⁸ A database on state and regional Centers of Excellence for Labor Market Research can be found at www.coecc.net

Exhibit 2: Regional COE Reports on Priority Jobs Published in 2024 and 2025 used in Analysis



Using these two criteria, this report produces an initial list of apprenticeship targets for consideration by the Chancellor’s Office, regional apprenticeship hubs and regional consortia, and partner colleges to consider going forward. Additionally, this report recommends a roadmap to put in processes to assess all five criteria of the SAO model on an ongoing basis.

SECTION 2: TOP 50 OCCUPATIONS FOR APPRENTICESHIP EXPANSION

This section provides an overview of the occupations that met the following two criteria to assess Strong Apprenticeship Opportunities (SAOs) for statewide consideration.

- **Market demand:** Occupations expected to grow in total employment and are producing 500 or more projected annual job openings each year over the next 5 years statewide.
- **Alignment with Regional Priorities:** At least three regional COEs identified the occupation as a priority job in their priority jobs reports and/or apprenticeship reports published in 2024 or 2025.⁹ This suggests that multiple regions are focused on the occupation, have existing and/or are developing programs, and are prioritizing these occupations for grants, funding opportunities, and partner engagement.

Using these criteria, this report identified 47 occupations that represent strong targets for statewide apprenticeship program expansion.

The LAUNCH team has further documented substantial employer interest in three key health occupations: Substance Abuse, Behavioral Disorder, and Mental Health Counselors (21-1018); Nursing Assistants (31-1131); and Medical Assistants (31-9092). These occupations did not appear in at least 3 regional COE priority jobs reports due to low entry-level wages, but have clear advancement opportunities into high growth, higher paying occupations and are included in this report of the Top 50 occupations for non-traditional apprenticeship prioritization. This report includes these three occupations to round out the Top 50 list.

2.1: TOP 50 NON-TRADITIONAL APPRENTICESHIP TARGETS IN CA

To support program development and expansion, this section groups apprenticeable occupations using the Chancellor's Office emerging and priority sector framework. These sectors reflect how community colleges organize career education programs, rather than how occupations are classified in standard labor market taxonomies.

Applying the Chancellor's Office sector framework to occupational data allows apprenticeship opportunities to be viewed through the same lens that colleges use for instructional planning. This approach may help community colleges identify which academic divisions are most likely to be impacted by apprenticeship expansion, providing insight into where faculty expertise and additional coursework and educational programming may be required.

Sector-level concentration also provides insight into system readiness. A higher number of apprenticeable occupations within a given sector suggests stronger potential for scalable apprenticeship development, as colleges may be able to leverage shared employer partnerships, related programs of study, and existing work-based learning infrastructure. Conversely, sectors with fewer apprenticeable occupations may require more targeted approaches.

⁹ A searchable database on state and regional Centers of Excellence for Labor Market Research can be found at www.coecc.net

Exhibit 3 displays the number of non-traditional apprenticeable occupations in each Chancellor’s Office sector in California. Over one-third align with Health sector training programs, and about 40% relate to Advanced Transportation and Logistics, Business and Entrepreneurship, and Information and Communication Technologies/Digital Media. The Agriculture, Water, and Environmental Technologies sector is the only Chancellor’s Office sector for which non-traditional apprenticeship opportunities have not been identified as a priority.

Exhibit 3: Top 50 Apprenticeable Occupations by CO Sector, California

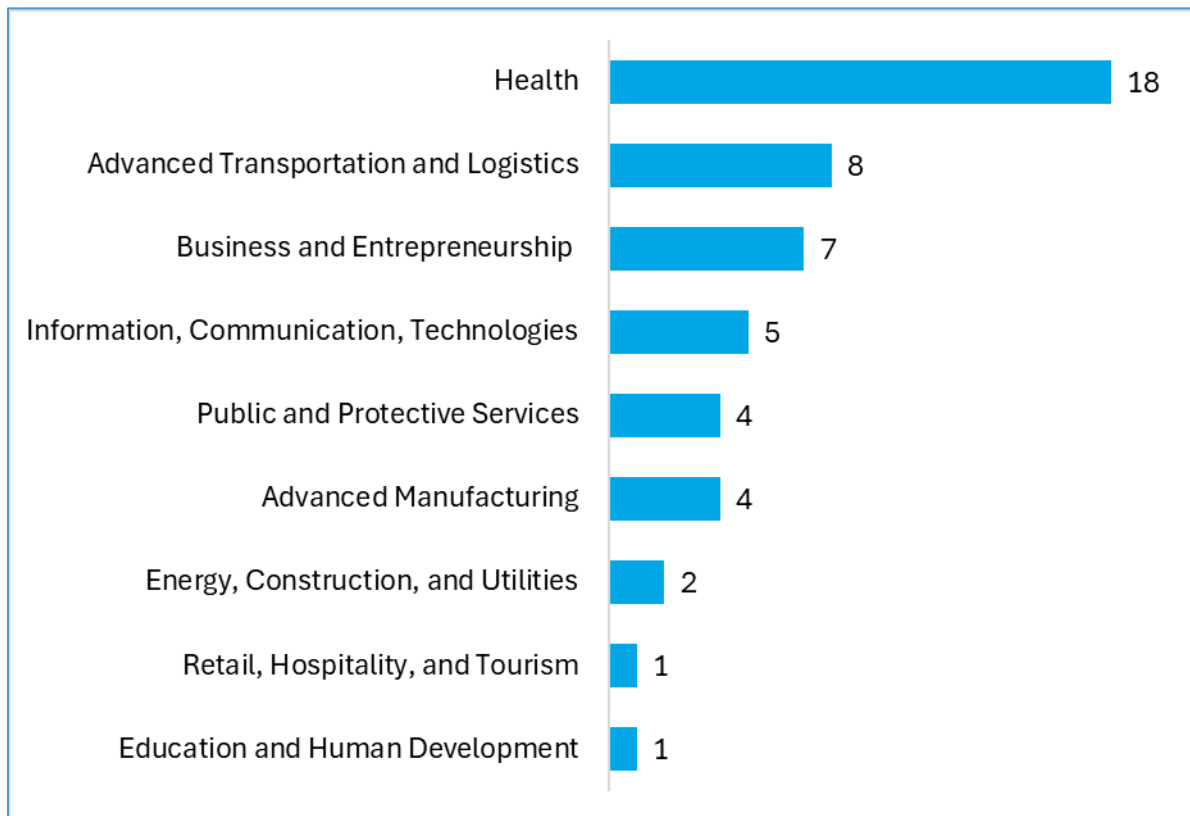


Exhibit 4 shows the sectors tied to the 50 apprenticeable occupations and the number of regions where each is a priority. Licensed Practical and Vocational Nurse is a priority in all eight California regions. First-Line Supervisors of Mechanics, Mobile Heavy Equipment Mechanics, Police and Sheriff’s Patrol Officers, and Registered Nurses are priorities in seven of the eight regions.

Exhibit 4: Sector and Count of Regional COEs Identifying Occupation as a Priority in Regional “Top Jobs” or “Priority Jobs” reports in 2024 or 2025.

Sector	SOC	Occupation Title	# of COEs
Health	29-2061	Licensed Practical and Licensed Vocational Nurses	9
	29-1141	Registered Nurses	8
	29-1126	Respiratory Therapists	7
	29-1292	Dental Hygienists	7
	29-2034	Radiologic Technologists and Technicians	7
	29-2032	Diagnostic Medical Sonographers	6
	29-2055	Surgical Technologists	6
	31-2021	Physical Therapist Assistants	5
	29-2053	Psychiatric Technicians	4
	31-2011	Occupational Therapy Assistants	4
	21-1093	Social and Human Service Assistants	3
	29-2040	Emergency Medical Technicians and Paramedics	3
	29-2052	Pharmacy Technicians	3
	29-2099	Health Technologists and Technicians, All Other	3
	31-9099	Healthcare Support Workers, All Other	3
	31-9092	Medical Assistant*	2*
	31-1131	Nursing Assistant*	2*
	21-1018	Substance Abuse, Behavioral Disorder, and Mental Health Counselors*	2*
Advanced Transportation and Logistics	49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	8
	49-3042	Mobile Heavy Equipment Mechanics, Except Engines	8
	13-1081	Logisticians	7
	49-3011	Aircraft Mechanics and Service Technicians	7
	49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	6
	53-2012	Commercial Pilots	6
	11-3071	Transportation, Storage, and Distribution Managers	5
	53-3032	Heavy and Tractor-Trailer Truck Drivers	3

Sector	SOC	Occupation Title	# of COEs
Business and Entrepreneurship	11-3012	Administrative Services Managers	7
	11-3013	Facilities Managers	7
	11-1021	General and Operations Managers	5
	13-1028	Buyers and Purchasing Agents	4
	43-6011	Executive Secretaries and Executive Administrative Assistants	4
	23-2099	Legal Support Workers, All Other	3
	23-2011	Paralegals and Legal Assistants	5
Information and Communication Technologies/ Digital Media	15-1255	Web and Digital Interface Designers	6
	15-1232	Computer User Support Specialists	5
	15-1244	Network and Computer Systems Administrators	4
	15-1254	Web Developers	4
	15-1231	Computer Network Support Specialists	3
Advanced Manufacturing	17-3029	Engineering Technologists and Technicians, Except Drafters, All Other	5
	49-9041	Industrial Machinery Mechanics	5
	17-3023	Electrical and Electronic Engineering Technologists and Technicians	4
	49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment	3
Public Safety	33-3051	Police and Sheriff's Patrol Officers	8
	33-3021	Detectives and Criminal Investigators	7
	43-5031	Public Safety Telecommunicators	7
	33-3012	Correctional Officers and Jailers	6
Energy, Construction, and Utilities	17-3022	Civil Engineering Technologists and Technicians	6
	17-3011	Architectural and Civil Drafters	4
Education and Human Development	25-2012	Kindergarten Teachers, Except Special Education	3
Retail, Hospitality, and Tourism	53-2031	Flight Attendants	3

*Occupation was included in the Top 50 even though only 2 COEs identified it as a priority due to documented employer interest in multiple regions across California and clear advancement opportunities in higher paying healthcare occupations.

Exhibit 5 presents the entry-level education, prior work experience, and on-the-job training typically required for each non-traditional apprenticeable occupation. This information is critical for apprenticeship program development, as it illustrates the level of preparation individuals typically need to enter these roles and the extent to which skills are acquired through experience versus formal education.

Variations across the occupations highlight that apprenticeship is not a one-size-fits-all model. Some occupations are accessible to individuals with limited prior education or experience, making them strong candidates for entry-level, “earn and learn” pathways for new entrants into the field. Others require higher levels of education, experience, and on-the-job training, and are more appropriate for incumbent workers looking to advance. Understanding these differences may help colleges and partners design apprenticeship programs with appropriate entry requirements and duration, and ensure alignment between employer expectations and student readiness.

Exhibit 5: Typical Education and Training Required for Target Occupations, California

Sector	SOC	Occupation Title	Typical Entry-Level Education	Work Experience Required	Typical On-The-Job Training
Health	29-2061	Licensed Practical and Licensed Vocational Nurses	Postsecondary non-degree	None	None
	29-1141	Registered Nurses	Bachelor's	None	None
	29-1126	Respiratory Therapists	Associate	None	None
	29-1292	Dental Hygienists	Associate	None	None
	29-2034	Radiologic Technologists and Technicians	Associate	None	None
	29-2032	Diagnostic Medical Sonographers	Associate	None	None
	29-2055	Surgical Technologists	Postsecondary non-degree	None	None
	31-2021	Physical Therapist Assistants	Associate	None	None
	29-2053	Psychiatric Technicians	Postsecondary non-degree	Less than 5 years	Short-term OTJ
	31-2011	Occupational Therapy Assistants	Associate	None	None
	21-1093	Social and Human Service Assistants	High school (HS) or equivalent	None	Short-term OTJ
	29-2040	Emergency Medical Technicians and Paramedics	Postsecondary non-degree	None	None
	29-2052	Pharmacy Technicians	HS or equivalent	None	Moderate-term OTJ
	29-2099	Health Technologists and Technicians, All Other	Postsecondary non-degree	None	None

Sector	SOC	Occupation Title	Typical Entry-Level Education	Work Experience Required	Typical On-The-Job Training
Health	31-9099	Healthcare Support Workers, All Other	HS or equivalent	None	None
	31-9092	Medical Assistant	Postsecondary non-degree	None	None
	31-1131	Nursing Assistant	Postsecondary non-degree	None	None
	21-1018	Substance Abuse, Behavioral Disorder, and Mental Health Counselors	Bachelor's	None	None
Advanced Transportation and Logistics	49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	HS or equivalent	Less than 5 years	None
	49-3042	Mobile Heavy Equipment Mechanics, Except Engines	HS or equivalent	None	Long-term OTJ
	13-1081	Logisticians	Bachelor's	None	None
	49-3011	Aircraft Mechanics and Service Technicians	Postsecondary non-degree	None	None
	49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	HS or equivalent	None	Long-term OTJ
	53-2012	Commercial Pilots	HS or equivalent	None	Moderate-term OTJ
	11-3071	Transportation, Storage, and Distribution Managers	HS or equivalent	5 years or more	None
	53-3032	Heavy and Tractor-Trailer Truck Drivers	Postsecondary non-degree	None	Short-term OTJ
Business and Entrepreneurship	11-3012	Administrative Services Managers	Bachelor's	Less than 5 years	None
	11-3013	Facilities Managers	Bachelor's	Less than 5 years	None
	11-1021	General and Operations Managers	Bachelor's	5 years or more	None
	13-1028	Buyers and Purchasing Agents	Bachelor's	None	Moderate-term OTJ
	43-6011	Executive Secretaries and Executive Administrative Assistants	HS or equivalent	Less than 5 years	None
	23-2099	Legal Support Workers, All Other	Associate	None	None
	23-2011	Paralegals and Legal Assistants	Associate	None	None

Sector	SOC	Occupation Title	Typical Entry-Level Education	Work Experience Required	Typical On-The-Job Training
Information and Communication Technologies/ Digital Media	15-1255	Web and Digital Interface Designers	Bachelor's	None	None
	15-1232	Computer User Support Specialists	Some college, no degree	None	None
	15-1244	Network and Computer Systems Administrators	Bachelor's	None	None
	15-1254	Web Developers	Bachelor's	None	None
	15-1231	Computer Network Support Specialists	Associate	None	None
Advanced Manufacturing	17-3029	Engineering Technologists and Technicians, Except Drafters, All Other	Associate	None	None
	49-9041	Industrial Machinery Mechanics	HS or equivalent	None	Long-term OTJ
	17-3023	Electrical and Electronic Engineering Technologists and Technicians	Associate	None	None
	49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment	Postsecondary non-degree	None	Long-term OTJ
Public Safety	33-3051	Police and Sheriff's Patrol Officers	HS or equivalent	None	Moderate-term OTJ
	33-3021	Detectives and Criminal Investigators	HS or equivalent	Less than 5 years	Moderate-term OTJ
	43-5031	Public Safety Telecommunicators	HS or equivalent	None	Moderate-term OTJ
	33-3012	Correctional Officers and Jailers	HS or equivalent	None	Moderate-term OTJ
Energy, Construction, and Utilities	17-3022	Civil Engineering Technologists and Technicians	Associate	None	None
	17-3011	Architectural and Civil Drafters	Associate	None	None
Education and Human Development	25-2012	Kindergarten Teachers, Except Special Education	Bachelor's	None	None
Retail, Hospitality, and Tourism	53-2031	Flight Attendants	HS or equivalent	Less than 5 years	Moderate-term OTJ

Nearly half of the apprenticeable occupations typically require a community college education before employment. An additional 30% require a high school diploma or equivalent, while 22% commonly require a bachelor's degree. These entry-level education requirements indicate that community colleges are well-positioned to supply talent for apprenticeable occupations.

Notably, 85% of these non-traditional apprenticeship occupations do not require prior work experience, and 73% do not require on-the-job training, underscoring the potential for apprenticeship programs to serve as a primary pathway into employment rather than a supplemental training model. Additionally, because most apprenticeable occupations do not require prior work experience or formal on-the-job training, employers are often responsible for developing occupation-specific skills after hiring through informal or inconsistent processes.

Apprenticeship programs offer an opportunity to standardize technical skill development at entry, while enabling participants to exit with verified competencies that can support higher initial earnings than peers entering the field with no experience or training.

2.2: ASSESSING THE OPPORTUNITY FOR THE TOP APPRENTICESHIP TARGETS

Labor market data provides context for the scale, intensity, and trajectory of demand for occupations that regions have already identified as priorities. Current employment levels indicate the size of the existing workforce, while projected growth and projected annual job openings provide insight into the volume and consistency of employer hiring over time. Together, these measures help inform expectations for the feasible size and sustainability of apprenticeship expansion.

Exhibit 6 presents current and projected employment for the 50 non-traditional apprenticeship occupations identified for this analysis. Collectively, these occupations accounted for nearly 2.4 million jobs in California in 2024, representing over 11% of the state's workforce. Over the next five years, employment in these occupations is projected to grow by approximately 7%, adding nearly 161,000 jobs statewide. In addition, these occupations are estimated to generate approximately 241,000 job openings annually through 2029, reflecting ongoing hiring needs driven by both growth and worker replacement.

While overall demand across these occupations is substantial, it is unevenly distributed. A small number of occupations account for a disproportionately large share of projected annual job openings, indicating greater capacity to support relatively larger apprenticeship cohorts within regions where these occupations are priorities. These occupations are more likely to accommodate expansion over time with a lower risk of apprentice oversupply.

Nine occupations are projected to grow by 10% or more over the next five years. Although growth alone does not determine apprenticeship feasibility, faster-growing occupations may experience more rapid changes in hiring needs, increasing the importance of timing in program launch and expansion. All non-traditional apprenticeship target occupations with double-digit projected growth are associated with training programs in the Health sector,

highlighting an opportunity to expand targeted apprenticeship programs in Health to align with rapidly increasing demand.

Exhibit 6: Current and Projected Employment for Target Occupations, California

SOC	Description	2024 Jobs	2024 - 2029 % Change	Average Annual Openings
29-1141	Registered Nurses	337,491	7%	22,788
11-1021	General and Operations Managers	306,804	6%	28,923
53-3032	Heavy and Tractor-Trailer Truck Drivers	248,566	5%	28,858
31-9092	Medical Assistants	113,523	11%	17,690
31-1131	Nursing Assistants	111,484	10%	18,606
29-2061	Licensed Practical and Licensed Vocational Nurses	83,016	7%	7,999
15-1232	Computer User Support Specialists	76,186	4%	5,694
33-3051	Police and Sheriff's Patrol Officers	71,837	7%	6,454
21-1018	Substance Abuse, Behavioral Disorder, and Mental Health Counselors	69,231	17%	8,546
43-6011	Executive Secretaries and Executive Administrative Assistants	66,184	2%	7,128
21-1093	Social and Human Service Assistants	62,627	12%	8,097
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	55,281	4%	4,961
13-1028	Buyers and Purchasing Agents	50,045	5%	5,310
23-2011	Paralegals and Legal Assistants	48,298	4%	5,392
29-2052	Pharmacy Technicians	45,420	3%	4,604
11-3012	Administrative Services Managers	41,819	4%	3,766
33-3012	Correctional Officers and Jailers	38,889	2%	3,711
11-3071	Transportation, Storage, and Distribution Managers	33,590	5%	3,067
13-1081	Logisticians	32,172	9%	3,371
15-1244	Network and Computer Systems Administrators	30,418	2%	1,819
15-1255	Web and Digital Interface Designers	29,237	3%	2,166
29-2040	Emergency Medical Technicians and Paramedics	27,686	10%	2,469
49-9041	Industrial Machinery Mechanics	27,459	9%	2,742
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	25,509	5%	2,419
29-2099	Health Technologists and Technicians, All Other	25,299	11%	2,473
29-1292	Dental Hygienists	23,915	8%	1,973
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	22,671	5%	2,112

SOC	Description	2024 Jobs	2024 - 2029 % Change	Average Annual Openings
49-3011	Aircraft Mechanics and Service Technicians	20,499	5%	1,805
29-2034	Radiologic Technologists and Technicians	20,208	8%	1,417
11-3013	Facilities Managers	19,409	5%	1,831
29-1126	Respiratory Therapists	18,484	9%	1,186
31-9099	Healthcare Support Workers, All Other	16,907	6%	2,478
53-2031	Flight Attendants	16,116	3%	2,421
17-3023	Electrical and Electronic Engineering Technologists and Technicians	13,416	1%	1,293
17-3011	Architectural and Civil Drafters	13,144	1%	1,117
33-3021	Detectives and Criminal Investigators	13,018	5%	1,102
15-1254	Web Developers	12,418	3%	861
15-1231	Computer Network Support Specialists	12,412	7%	988
29-2055	Surgical Technologists	10,845	9%	830
29-2053	Psychiatric Technicians	9,738	25%	1,374
29-2032	Diagnostic Medical Sonographers	9,555	9%	673
31-2021	Physical Therapist Assistants	8,916	18%	1,741
43-5031	Public Safety Telecommunicators	8,804	8%	1,107
17-3029	Engineering Technologists and Technicians, Except Drafters, All Other	8,580	3%	788
53-2012	Commercial Pilots	7,567	6%	987
17-3022	Civil Engineering Technologists and Technicians	7,460	3%	689
25-2012	Kindergarten Teachers, Except Special Education	7,188	6%	903
23-2099	Legal Support Workers, All Other	6,437	3%	667
49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment	5,914	2%	528
31-2011	Occupational Therapy Assistants	3,593	18%	590
Total		2,375,286	7%	240,512

The demand patterns shown in Exhibit 6 underscore that non-traditional apprenticeship opportunities vary not in their relevance to regional priorities, but in the scale and speed at which programs can reasonably be implemented to address demand. These differences have direct implications for cohort size, enrollment frequency, and the level of employer engagement required to support successful regional apprenticeship programs. See the appendix for regional employment numbers.

2.3: ENTRY-LEVEL AND MEDIAN WAGES OF THE TOP OCCUPATIONS

Exhibit 7 presents percentile hourly earnings for the 50 non-traditional apprenticeable occupations in California, providing insight into wage levels across the earnings distribution. Wage data are a critical consideration for apprenticeship development and expansion, as they communicate the economic value of occupations for participant recruitment and determine the feasibility of earn-and-learn models that must support workers financially during training.

Examining earnings across percentiles highlights meaningful differences in wage structure among apprenticeable occupations. Lower percentiles (10th and 25th) approximate the earnings available to workers at labor-market entry, while higher percentiles (75th and 90th) reflect the earnings of experienced workers who have progressed within an occupation. This distributional perspective helps distinguish occupations that offer strong immediate economic returns from those where the primary value of apprenticeship lies in long-term wage advancement.

Several occupations offer relatively high entry-level wages, reducing the financial risk of apprenticeship participation. Registered Nurses, for example, exhibit the highest entry-level earnings among the occupations analyzed, with 10th percentile hourly wages of \$47.70, equivalent to approximately \$99,200 annually. High entry wages increase the feasibility of longer or more intensive apprenticeship models by supporting participant self-sufficiency during training.

In contrast, other occupations demonstrate substantial wage progression over time, even if entry-level earnings are more modest. Web and Digital Interface Designers, Web Developers, Dental Hygienists, Diagnostic Medical Sonographers, and General and Operations Managers show median hourly wages that exceed 10th percentile earnings by more than \$30 per hour. For these occupations, the economic value of apprenticeship is driven less by immediate earnings and more by access to a career pathway with significant upward mobility.

There are eight occupations that do not meet the California living wage for a single adult with no children (\$28.72 per hour) until experienced earnings percentiles (75th and 90th).¹⁰ While these occupations may offer strong long-term wage potential, lower entry-level earnings increase the short-term financial risk for apprentices. Apprenticeship programs in these fields may therefore require careful attention to wage progression schedules and participant support to mitigate financial barriers to entry and completion.

Exhibit 7: Percentile Hourly Earnings for Target Occupations, California

SOC	Description	Pct. 10 Hourly Earnings	Pct. 25 Hourly Earnings	Median Hourly Earnings	Pct. 75 Hourly Earnings	Pct. 90 Hourly Earnings
29-1141	Registered Nurses	\$47.70	\$57.23	\$67.28	\$82.66	\$100.43
33-3021	Detectives and Criminal Investigators	\$38.15	\$47.85	\$58.72	\$65.51	\$79.44

¹⁰ The living wage is the hourly rate that an individual in a household must earn to support themselves and/or their family, working full-time, or 2,080 hours per year. The California living wage, calculated as \$28.72 per hour for a single adult with no children. Retrieved from <https://livingwage.mit.edu/states/06>

SOC	Description	Pct. 10 Hourly Earnings	Pct. 25 Hourly Earnings	Median Hourly Earnings	Pct. 75 Hourly Earnings	Pct. 90 Hourly Earnings
29-1126	Respiratory Therapists	\$37.57	\$43.62	\$49.10	\$60.46	\$66.35
33-3051	Police and Sheriff's Patrol Officers	\$36.43	\$44.30	\$55.45	\$61.76	\$72.71
11-3012	Administrative Services Managers	\$35.05	\$42.92	\$51.60	\$74.58	\$101.93
11-3013	Facilities Managers	\$32.73	\$39.93	\$55.42	\$73.36	\$93.85
15-1244	Network and Computer Systems Administrators	\$32.10	\$40.42	\$51.09	\$64.33	\$80.44
11-3071	Transportation, Storage, and Distribution Managers	\$31.47	\$38.12	\$50.01	\$72.72	\$97.98
33-3012	Correctional Officers and Jailers	\$30.23	\$37.66	\$46.08	\$51.15	\$53.55
29-2034	Radiologic Technologists and Technicians	\$30.11	\$40.27	\$51.69	\$64.45	\$79.48
29-2061	Licensed Practical and Licensed Vocational Nurses	\$29.86	\$33.06	\$37.06	\$41.19	\$48.08
11-1021	General and Operations Managers	\$29.37	\$39.20	\$59.77	\$93.55	\$153.85
43-6011	Executive Secretaries and Executive Administrative Assistants	\$28.18	\$34.25	\$40.71	\$49.96	\$62.01
17-3023	Electrical and Electronic Engineering Technologists and Technicians	\$27.82	\$32.39	\$40.53	\$51.25	\$63.48
53-2012	Commercial Pilots	\$27.77	\$35.73	\$57.45	\$97.51	\$132.56
29-2032	Diagnostic Medical Sonographers	\$27.58	\$41.05	\$58.17	\$74.83	\$84.72
15-1255	Web and Digital Interface Designers	\$27.55	\$38.00	\$60.00	\$82.44	\$101.58
29-2055	Surgical Technologists	\$27.44	\$32.05	\$39.00	\$46.55	\$55.00
31-2011	Occupational Therapy Assistants	\$27.19	\$34.37	\$38.01	\$45.05	\$48.40
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	\$27.16	\$33.64	\$43.15	\$55.72	\$71.76
13-1081	Logisticians	\$26.84	\$33.90	\$43.51	\$58.59	\$72.88
29-1292	Dental Hygienists	\$26.26	\$49.63	\$57.91	\$62.36	\$66.26
31-2021	Physical Therapist Assistants	\$26.02	\$36.17	\$38.11	\$46.22	\$50.76
17-3022	Civil Engineering Technologists and Technicians	\$25.44	\$30.72	\$38.96	\$47.65	\$55.32
25-2012	Kindergarten Teachers, Except Special Education	\$24.43	\$30.59	\$40.55	\$53.62	\$59.32
17-3011	Architectural and Civil Drafters	\$24.23	\$29.68	\$35.57	\$43.04	\$54.61
17-3029	Engineering Technologists and Technicians, Except Drafters, All Other	\$24.11	\$30.48	\$40.01	\$50.11	\$61.20
53-2031	Flight Attendants	\$23.67	\$29.28	\$37.43	\$48.49	\$63.32
49-3011	Aircraft Mechanics and Service Technicians	\$23.53	\$30.91	\$40.61	\$47.90	\$59.10
13-1028	Buyers and Purchasing Agents	\$23.26	\$29.36	\$37.86	\$49.62	\$64.69
43-5031	Public Safety Telecommunicators	\$23.23	\$30.27	\$37.59	\$45.81	\$52.30

SOC	Description	Pct. 10 Hourly Earnings	Pct. 25 Hourly Earnings	Median Hourly Earnings	Pct. 75 Hourly Earnings	Pct. 90 Hourly Earnings
15-1231	Computer Network Support Specialists	\$23.16	\$30.21	\$38.19	\$50.73	\$66.07
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	\$23.05	\$29.96	\$37.26	\$47.11	\$61.28
15-1232	Computer User Support Specialists	\$22.95	\$29.12	\$36.84	\$47.63	\$57.92
23-2011	Paralegals and Legal Assistants	\$22.66	\$26.98	\$34.72	\$46.02	\$50.89
49-9041	Industrial Machinery Mechanics	\$22.34	\$27.79	\$35.27	\$42.40	\$52.95
49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment	\$21.76	\$27.82	\$37.51	\$47.88	\$59.58
29-2099	Health Technologists and Technicians, All Other	\$21.30	\$23.29	\$28.05	\$33.94	\$45.51
21-1018	Substance Abuse, Behavioral Disorder, and Mental Health Counselors	\$21.12	\$22.84	\$29.56	\$43.71	\$57.88
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	\$21.02	\$26.72	\$33.46	\$39.46	\$45.59
23-2099	Legal Support Workers, All Other	\$20.97	\$28.36	\$38.89	\$49.68	\$70.72
15-1254	Web Developers	\$20.65	\$30.96	\$52.32	\$75.44	\$98.72
29-2053	Psychiatric Technicians	\$19.77	\$21.57	\$29.57	\$38.75	\$44.19
29-2040	Emergency Medical Technicians and Paramedics	\$19.64	\$22.34	\$25.79	\$31.94	\$40.50
31-1131	Nursing Assistants	\$18.66	\$21.19	\$22.29	\$24.28	\$28.69
29-2052	Pharmacy Technicians	\$18.60	\$21.88	\$23.83	\$30.96	\$38.37
31-9099	Healthcare Support Workers, All Other	\$18.58	\$21.63	\$26.54	\$31.23	\$38.33
21-1093	Social and Human Service Assistants	\$18.33	\$21.84	\$24.88	\$29.56	\$35.72
31-9092	Medical Assistants	\$17.99	\$20.82	\$23.06	\$29.14	\$36.17
53-3032	Heavy and Tractor-Trailer Truck Drivers	\$17.89	\$21.87	\$28.39	\$33.85	\$39.27

This analysis reflects statewide wage and living wage benchmarks and does not capture regional variation in compensation or cost of living. Because living wage thresholds and occupational earnings differ across regions, some occupations may exceed regional living wage standards earlier in the earnings distribution than indicated by statewide data.

2.4: REGIONAL APPRENTICESHIP TARGETS

Apprenticeship development opportunities vary significantly across California’s regions, reflecting differences in industry composition, employer demand, and regional priorities. The appendix outlines which of the top occupations presented above have been identified by regional COEs as priority jobs for the region’s colleges and partners to support and provides the following regional data points:

- Occupational Code (SOC)
- Average Annual Openings
- Occupational Growth Rates
- Wages
- Common Job Titles in Region
- Top Employers in Region

This information can be used to inform regional program planning, grant applications, funding priorities, planning and strategy, employer outreach, and other operational decisions of regional consortia, colleges, and their community partners. Data can also be explored through an interactive data book, which can be found at the hyperlink below. Some of the information is also included in the Appendix.

[Top 50 Occupations for Non-Traditional Apprenticeship Expansion in CA Interactive Companion Tool](#)

Exhibit 8: Example Visualization to Explore Regional Data from Report Companion Data Book

THE SHORT LIST

Top 50 Occupations for Non-Traditional Apprenticeship Expansion in California

April 2026



POWERED BY
California Community Colleges



Sizing the Opportunity for Apprenticeships in Target Jobs

Jobs and Annual Openings in 2024, by Region

Note: Scroll over each occupation to see the top employers hiring for each position in the region.

San Diego Imperial

Occupation	2024 Jobs	Avg. Annual Openings
Registered Nurses	29,524	2,008
Heavy and Tractor-Trailer Truck Drivers	13,801	1,496
Social and Human Service Assistants	7,395	928
Licensed Practical and Licensed Vocational Nurses	7,266	709
Police and Sheriff's Patrol Officers	7,189	628
Executive Secretaries and Executive Administrative Assistants	6,151	651
Computer User Support Specialists	5,870	389
Aircraft Mechanics and Service Technicians	5,286	409
Buyers and Purchasing Agents	5,107	529
First-Line Supervisors of Mechanics, Installers, and Repairers	5,151	446
Logisticians	5,004	483
Paralegals and Legal Assistants	4,118	458
Pharmacy Technicians	4,100	388
Correctional Officers and Jailers	3,913	363
Detectives and Criminal Investigators	3,800	300
Network and Computer Systems Administrators	3,139	163
Administrative Services Managers	2,986	269
Bus and Truck Mechanics and Diesel Engine Specialists	2,305	207
Electrical and Electronic Engineering Technologists and Technicians	2,345	218
Dental Hygienists	2,184	188
Industrial Machinery Mechanics	1,970	192
Facilities Managers	1,796	166
Radiologic Technologists and Technicians	1,807	130
Engineering Technologists and Technicians, Except Drafters, All Other	1,730	148
Healthcare Support Workers, All Other	1,609	237
Web and Digital Interface Designers	1,551	110
Respiratory Therapists	1,540	98
Architectural and Civil Drafters	1,442	126
Mobile Heavy Equipment Mechanics, Except Engines	1,412	126
Commercial Pilots	1,282	153
Civil Engineering Technologists and Technicians	1,047	96
Surgical Technologists	1,041	80
Flight Attendants	938	163
Computer Network Support Specialists	1,009	72
Physical Therapist Assistants	769	156
Electrical and Electronics Repairers, Commercial and Industrial Equipment	643	71
Web Developers	822	51
Public Safety Telecommunicators	757	94
Occupational Therapy Assistants	293	51

Source: [Regional COE Top 50 Priority Jobs Reports](#), Trailhead analysis of Lightcast data

SECTION 3: LAUNCH'S CURRENT APPRENTICESHIP ACTIVITY IN TARGET OCCUPATIONS

One of the five recommended criteria for assessing Strong Apprenticeship Opportunities is the **Availability of Existing Standards and Programs**. Developing new apprenticeship standards and getting them approved by the California Division of Apprenticeship Standards can take many months and sometimes years. Employers that were initially interested in participating may lose interest as personnel, priorities, or business conditions change. The relevance of existing programs and whether DAS-approved standards already exist at LAUNCH or a trusted partner can be critical to the success of an apprenticeship startup effort.

This section provides an overview of LAUNCH's current apprenticeship programs – those that LAUNCH directly sponsors as well as those that LAUNCH supports but does not sponsor – in the Top 50 target occupations. The purpose of listing all these programs is for practitioners to understand which occupations have approved standards in California that could be used to expand programs statewide and/or within regions without having to go through the lengthy standards development and approval process.

3.1: LAUNCH APPROVED APPRENTICESHIP STANDARDS IN TARGET OCCUPATIONS

At the time of writing, LAUNCH supports 53 occupational pathways in California. Twenty-eight have been approved by the California Division of Apprenticeship Standards (DAS) and the US Department of Labor (DOL). The remaining are either pending DAS approval (15) and/or DOL approval (8). LAUNCH serves as the apprenticeship sponsor for 38 of the 53 occupations and provides technical assistance and support to the remaining 15 programs that are sponsored by partner colleges, employers, or other intermediaries.

-
- 53 total apprenticeship occupations supported by LAUNCH
 - 34 approved by the DOL and DAS
 - 15 pending DAS approval; 8 pending DOL approval
 - 38 occupations where LAUNCH serves as the formal sponsor
 - 18 occupations where LAUNCH supports LEA, employer, or other sponsor
 - LAUNCH has existing standards approved or pending approval in 23 of the top 50 occupations.
-

Exhibit 9: Approved and Pending Occupations Supported by LAUNCH in California as of January 2026

Sector	Occupation	Sponsor	DAS Approval Date	DAS	DOL
Advanced Manufacturing (14 programs)	Avionics/Electronic Technician	LAUNCH	1/17/2020	X	X
	CNC Operator	LAUNCH	1/17/2020	X	X
	CNC Programmer	LAUNCH	1/17/2020	X	X
	Electro-Mechanical Technician	LAUNCH	1/17/2020	X	X
	Food Science & Safety Technician	West Hills CCD Food Science & Safety	3/2/2020	X	Pending
	Guitar Builder	LAUNCH	12/15/2025	X	Pending
	Industrial Automation & Mechatronics Technician	LAUNCH	1/17/2020	X	X
	Industrial Engineering Technician	LAUNCH	1/17/2020	X	X
	Industrial Maintenance Electrician	Inland/Desert Employers Apprenticeship Committee	9/20/2017	X	X
	Industrial Mechanic	Inland/Desert Employers Apprenticeship Committee	9/20/2017	X	X
	Machine Operator	LAUNCH	1/17/2020	X	X
	Mechatronics Technician	Inland/Desert Employers Apprenticeship Committee	9/7/2021	X	X
	Production Technician	LAUNCH	1/17/2020	X	X
	Quality Control Technician	LAUNCH	1/17/2020	X	X
Advanced Transportation and Logistics (3 programs)	Automotive Technician and Mechanic	LAUNCH	2/16/2021	X	X
	Heavy and Medium Duty Mechanic Helper	LAUNCH	10/23/2024	X	X
	Master Automotive Technician	LAUNCH	10/23/2024	X	X

Sector	Occupation	Sponsor	DAS Approval Date	DAS	DOL
Business and Entrepreneurship (7 programs)	Accounting Associate	LAUNCH	4/29/2026	X	X
	Digital Marketer	Extended Reality & Digital Marketing	TBD	X	Pending
	Extended Reality Developers	Extended Reality & Digital Marketing	2/16/2021	X	X
	Multimedia Specialist	LAUNCH	4/29/2026	X	X
	Public Relations Media Specialist	LAUNCH	4/29/2026	X	X
	Quality Assurance Tester	Extended Reality & Digital Marketing	TBD	Pending	Pending
	Retail Operations Specialist	Goodwill Silicon Valley	8/6/2024	X	Pending
Education and Human Development (5 programs)	Associate Teacher	LAUNCH	3/11/2026	X	X
	Master Teacher	LAUNCH	1/16/2021	X	X
	Site Supervisor	LAUNCH	1/16/2021	X	X
	Teacher	LAUNCH	1/16/2021	X	X
	Teacher Aide I	BRIDGE Public Sector Apprenticeships	10/23/2024	X	X

Sector	Occupation	Sponsor	DAS Approval Date	DAS	DOL
Health (18 programs)	Community Health Worker	LAUNCH	2/23/2021	X	X
	Direct Support Professional	LAUNCH	TBD	Pending	X
	Employment Coach	LAUNCH	TBD	Pending	X
	Licensed Vocational Nurse	LAUNCH	2/23/2021	X	X
	Medical Assistant	LAUNCH	TBD	Pending	X
	Medical Assistant	Mt. SAC	5/30/2023	X	X
	Nursing Assistant	LAUNCH	TBD	Pending	X
	Paramedic	LAUNCH	TBD	Pending	X
	Paramedic	AMR	10/24/2023	X	X
	Personal Care Aide	LAUNCH	TBD	Pending	X
	Pharmacy Technician	LAUNCH	TBD	Pending	Pending
	Pharmacy Technician	CVS	2/22/2022	X	X
	Pharmacy Technician	Mt. SAC	5/30/2023	X	X
	Phlebotomist	LAUNCH	TBD	Pending	X
	Psychiatric Technician	LAUNCH	TBD	Pending	X
	Registered Nurse	LAUNCH	2/23/2021	X	X
	Social and Human Services Assistant	LAUNCH	TBD	Pending	X
	Wellness Coach	Catalyst Center	TBD	Pending	X
Retail, Hospitality, and Tourism (3 programs)	Chef / Head Cook	South Valley Hospitality & Culinary	4/24/2023	X	Pending
	Cook	LAUNCH	4/29/2026	X	X
	Hospitality Manager	LAUNCH	TBD	Pending	X
Information and Communication Technologies/ Digital Media (6 programs)	Computer Programmer	San Jose City College	1/26/2021	X	Pending
	Cybersecurity Professional	LAUNCH	TBD	Pending	X
	Cybersecurity Support Specialist	LAUNCH	1/16/2021	X	X
	IT Support Technician	LAUNCH	1/16/2021	X	X

Exhibit 10 shows which of the Top 50 occupations identified in this report have existing apprenticeship standards with LAUNCH or a partner sponsor. Of the 50 target occupations, nearly half (58%) have matching or adjacent apprenticeship programs that have already been approved or are pending approval by DAS or DOL. This suggests there are meaningful opportunities to use or build on existing standards rather than develop new programs from scratch. Of the 50 target occupations, 14 have existing standards approved by DAS and/or DOL, 4 have standards pending approval by DAS or DOL, 9 are adjacent to an approved program, 2 are adjacent to a pending program, and 24 do not have an approved or pending apprenticeship program supported by LAUNCH.

The availability of approved standards held by LAUNCH or a partner college, employer, intermediary are not evenly distributed across sectors. The Chancellor’s Office Health sector accounts for the largest number of occupations with approved or pending standards, suggesting a more well-established apprenticeship infrastructure. Similarly, LAUNCH has existing or adjacent standards approved in all target occupations in the Information and Communication Technologies/Digital Media sector. In contrast, none of the Business and Entrepreneurship occupations are directly associated with approved or pending programs, suggesting these occupations may require substantial technical assistance to design industry-relevant apprenticeship standards.

Exhibit 10: Top 50 Apprenticeship Occupations and LAUNCH Apprenticeship Pathways

Sector	SOC	Occupation Title	Does LAUNCH or a partner sponsor have existing apprenticeship standards?
Advanced Manufacturing	17-3023	Electrical and Electronic Engineering Technologists and Technicians	Adjacent to an Approved Program
	49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment	Approved Program
	17-3029	Engineering Technologists and Technicians, Except Drafters, All Other	No Approved Program
	49-9041	Industrial Machinery Mechanics	Approved Program
Advanced Transportation and Logistics	49-3011	Aircraft Mechanics and Service Technicians	Adjacent to an Approved Program
	49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	Approved Program
	53-2012	Commercial Pilots	No Approved Program
	49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	Adjacent to an Approved Program
	53-3032	Heavy and Tractor-Trailer Truck Drivers	No Approved Program
	13-1081	Logisticians	No Approved Program
	49-3042	Mobile Heavy Equipment Mechanics, Except Engines	Adjacent to an Approved Program
	11-3071	Transportation, Storage, and Distribution Managers	No Approved Program

Sector	SOC	Occupation Title	Does LAUNCH or a partner sponsor have existing apprenticeship standards?
Business and Entrepreneurship	11-3012	Administrative Services Managers	No Approved Program
	13-1028	Buyers and Purchasing Agents	No Approved Program
	43-6011	Executive Secretaries and Executive Administrative Assistants	No Approved Program
	11-3013	Facilities Managers	No Approved Program
	11-1021	General and Operations Managers	Adjacent to a Pending Program
	23-2099	Legal Support Workers, All Other	No Approved Program
	23-2011	Paralegals and Legal Assistants	No Approved Program
Education and Human Development	25-2012	Kindergarten Teachers, Except Special Education	Adjacent to an Approved Program
Energy, Construction, and Utilities	17-3011	Architectural and Civil Drafters	No Approved Program
	17-3022	Civil Engineering Technologists and Technicians	No Approved Program
Health	29-1292	Dental Hygienists	No Approved Program
	29-2032	Diagnostic Medical Sonographers	No Approved Program
	29-2048	Emergency Medical Technicians and Paramedics	Approved Program
	29-2099	Health Technologists and Technicians, All Other	No Approved Program
	31-9099	Healthcare Support Workers, All Other	Adjacent to an Approved Program
	29-2061	Licensed Practical and Licensed Vocational Nurses	Approved Program
	31-9092	Medical Assistants	Approved Program
	31-1131	Nursing Assistants	Approved Program
	31-2011	Occupational Therapy Assistants	Adjacent to a Pending Program
	29-2052	Pharmacy Technicians	Approved Program
	31-2021	Physical Therapist Assistants	Pending Program
	29-2053	Psychiatric Technicians	Approved Program
	29-2034	Radiologic Technologists and Technicians	No Approved Program
	29-1141	Registered Nurses	Approved Program
	29-1126	Respiratory Therapists	No Approved Program
	21-1093	Social and Human Service Assistants	Approved Program
21-1018	Substance Abuse, Behavioral Disorder, and Mental Health Counselors	Adjacent to an Approved Program	
29-2055	Surgical Technologists	No Approved Program	

Sector	SOC	Occupation Title	Does LAUNCH or a partner sponsor have existing apprenticeship standards?
Information and Communication Technologies/ Digital Media	15-1231	Computer Network Support Specialists	Approved Program
	15-1232	Computer User Support Specialists	Approved Program
	15-1244	Network and Computer Systems Administrators	Adjacent to an Approved Program
	15-1255	Web and Digital Interface Designers	Approved Program
	15-1254	Web Developers	Adjacent to an Approved Program
Public Safety	33-3012	Correctional Officers and Jailers	No Approved Program
	33-3021	Detectives and Criminal Investigators	No Approved Program
	33-3051	Police and Sheriff's Patrol Officers	No Approved Program
	43-5031	Public Safety Telecommunicators	No Approved Program
Retail, Hospitality, and Tourism	53-2031	Flight Attendants	No Approved Program

Exhibit 11 summarizes the scale and activity of existing apprenticeship programs aligned with the 50 target occupations for apprenticeship development. Of the 38 programs sponsored by LAUNCH, fewer than half (17) align with the target occupations identified in this analysis, indicating that current apprenticeship activity is concentrated in a limited subset of occupations rather than broadly distributed across all targets.

Apprenticeship participation to date is heavily concentrated in the Health and Advanced Manufacturing sectors, where programs report substantially higher numbers of apprentices completed. In contrast, several sectors containing target occupations -- Business and Entrepreneurship, Energy, Construction, and Utilities, Public Safety, and Retail, Hospitality, and Tourism--are not aligned with LAUNCH programs that are active or have had apprenticeship completions.

The largest programs -- Registered Nurse, Industrial Mechanic, and Industrial Maintenance Electrician --stand out as established pipelines, while most other programs reflect limited or emerging apprenticeship activity. Differences in counts of active versus completed apprentices further suggest variation in program maturity, with some programs still in early implementation and others demonstrating sustained operation over time.

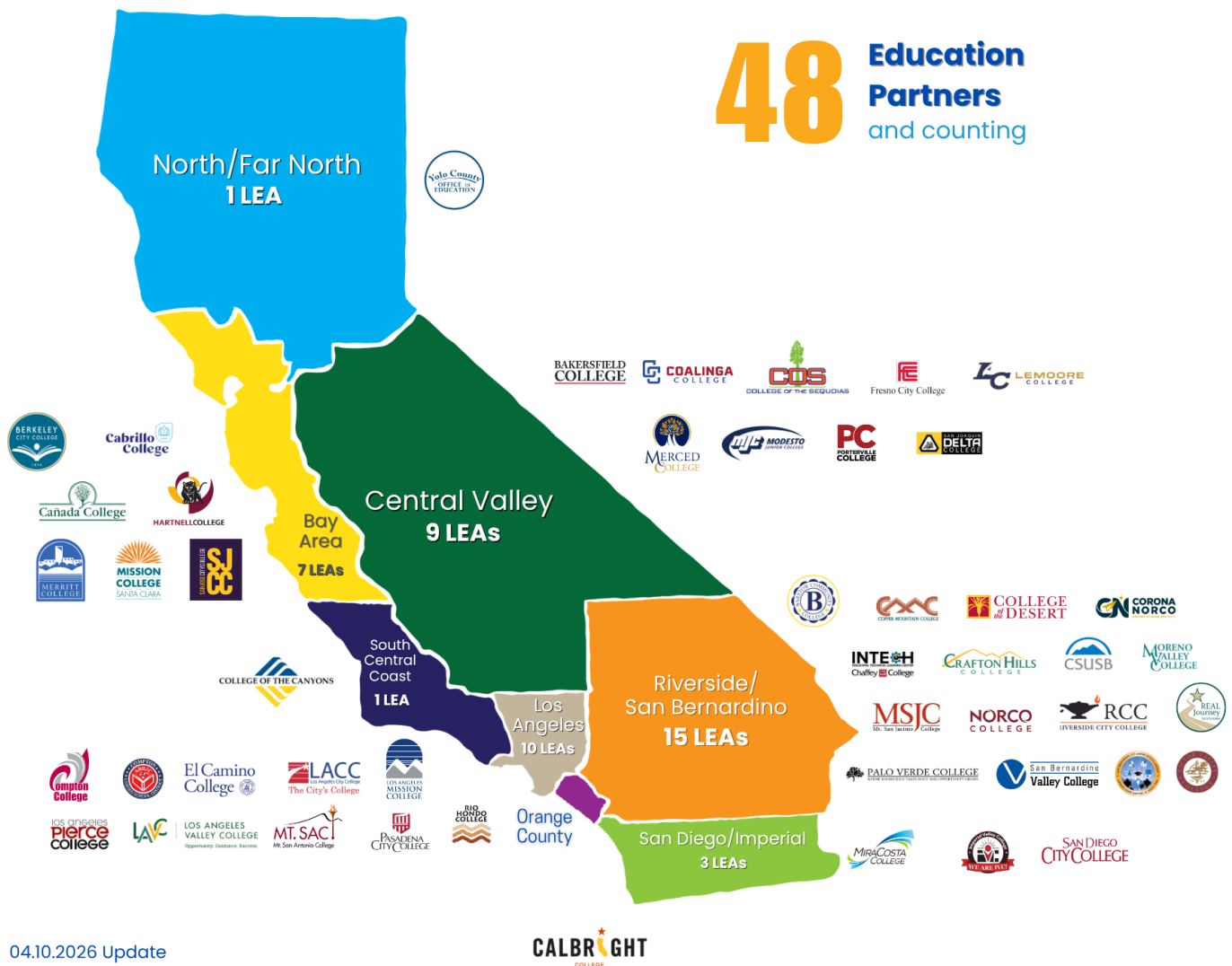
Exhibit 11: Apprenticeship Outcomes of LAUNCH Apprenticeship Programs in Top 50 Occupations, as of January 2026

Apprenticeship Standards Title	SOC	Occupation Title	Active Apprentice Count	Completed Apprentice Count	Apprentice Count Program-to-Date
Heavy & Medium Duty Mechanic Helper	49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	4	2	6
IT Support Technician	15-1232	Computer User Support Specialists	23	17	93
Industrial Maintenance Electrician	17-3023	Electrical and Electronic Engineering Technologists and Technicians	0	64	109
Industrial Maintenance Electrician	49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment	0	64	109
Industrial Automation & Mechatronics Technician	49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment	15	15	49
Industrial Automation Technician	49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment	15	16	16
Paramedic	29-2048	Emergency Medical Technicians and Paramedics	27	0	27
Industrial Maintenance Electrician	49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	0	64	109
Industrial Mechanic	49-9041	Industrial Machinery Mechanics	39	92	151
Associate Teacher	25-2012	Kindergarten Teachers, Except Special Education	33	21	57
Teacher	25-2012	Kindergarten Teachers, Except Special Education	35	5	46
Teacher Aide I	25-2012	Kindergarten Teachers, Except Special Education	36	0	43
Site Supervisor	25-2012	Kindergarten Teachers, Except Special Education	0	3	5
Master Teacher	25-2012	Kindergarten Teachers, Except Special Education	0	1	1
Licensed Vocational Nurse	29-2061	Licensed Practical and Licensed Vocational Nurses	42	25	82
Medical Assistant	31-9092	Medical Assistants	11	3	28
Pharmacy Technician	29-2052	Pharmacy Technicians	29	44	91
Registered Nurse	29-1141	Registered Nurses	204	33	248
Social & Human Services Assistant	21-1093	Social and Human Service Assistants	20	6	31

LAUNCH has developed partnerships with 48 public education agencies as of April 2026 to serve as Local Education Agencies, or LEAs, for registered apprenticeship programs. LEAs provide related supplemental instruction (RSI) directly or oversee the delivery and quality of RSI, along with other responsibilities depending on program and the college, including apprentice recruitment, supportive services, employer engagement, collaboration on fund development and management, and provision of training sites and other physical infrastructure for apprenticeship programs to thrive. Exhibit 12 outlines these partners and programs across the state.

As LAUNCH continues to build out the statewide and regional hub, the availability of existing, approved apprenticeship standards and established LEA partners will be a critical factor in assessing Strong Apprenticeship Opportunities (SAOs).

Exhibit 12: LAUNCH Apprenticeship Local Education Agency (LEA) Partners (as of April 2026)



Partner Public Education Agency	Region
Berkeley City College	Bay Area
Cabrillo College	Bay Area
Cañada College	Bay Area
Hartnell College	Bay Area
Merritt College	Bay Area
Mission College	Bay Area
San Jose City College	Bay Area
Compton College	Los Angeles
Compton Unified School District	Los Angeles
El Camino College	Los Angeles
Los Angeles City College	Los Angeles
Los Angeles Mission College	Los Angeles
Los Angeles Pierce College	Los Angeles
Los Angeles Valley College	Los Angeles
Mt San Antonio College	Los Angeles
Pasadena City College	Los Angeles
Rio Hondo College	Los Angeles
Bakersfield College	Central Valley/Mother Lode
Coalinga College	Central Valley/Mother Lode
College of the Sequoias	Central Valley/Mother Lode
Fresno City College	Central Valley/Mother Lode
Lemoore College	Central Valley/Mother Lode
Merced College	Central Valley/Mother Lode
Porterville College	Central Valley/Mother Lode
San Joaquin Delta College	Central Valley/Mother Lode
Modesto Junior College	Central Valley/Mother Lode
Yolo County Office of Education	North/Far North
Imperial Valley College	San Diego - Imperial
MiraCosta College	San Diego - Imperial
San Diego City College	San Diego - Imperial
College of the Canyons	South Central Coast
Barstow Community College	Inland Empire
Chaffey College/InTech Center	Inland Empire

Partner Public Education Agency	Region
Corona-Norco Unified School District	Inland Empire
College of the Desert	Inland Empire
Copper Mountain College	Inland Empire
Crafton Hills College	Inland Empire
CSU, San Bernardino	Inland Empire
Mt San Jacinto College	Inland Empire
Moreno Valley College	Inland Empire
Norco College	Inland Empire
Palo Verde College	Inland Empire
Real Journey Academies	Inland Empire
Riverside City College	Inland Empire
San Bernardino City Unified School District	Inland Empire
San Bernardino Valley College	Inland Empire
Victor Valley College	Inland Empire
Calbright College	Statewide

SECTION 4: RECOMMENDATIONS

4.1: CONSIDER TARGETED INVESTMENTS TO EXPAND NON-TRADITIONAL APPRENTICESHIPS IN THE HEALTH SECTOR

Health occupations represent 18 of the Top 50 targets outlined in this report, by far the most of any sector. All eight regions are focused on at least six health occupations. Licensed Vocational Nurses (LVNs) and Registered Nurses (RNs) are a priority in every region's COE priority job reports. Overall, health occupations represent the largest and fastest growing apprenticeship targets in all eight regions. LAUNCH also has existing or pending apprenticeship standards approved in 10 of the 18 "Top 50" occupations in the health sector, including some of the largest and most mature apprenticeship pathways supported by LAUNCH.

Additionally, many large health sector employers have operations and hiring needs in multiple regions or statewide, which would support rapid scaling and adoption of the apprenticeship model should it take hold within the organization.

Practically, this recommendation could lead to:

- **Prioritization of a set of single statewide standards that multiple colleges and employers can plug into.** In the health sector, statewide licensing and certification requirements drives uniform skill, competency, education, and experience requirements in most of the 18 health occupations identified as top targets. This makes a single set of statewide standards, held by LAUNCH or another intermediary sponsor, a viable option to reduce the administrative work of registering and managing multiple programs in the state of the same occupation.

The standards would be overseen by a statewide apprenticeship committee made up of active statewide employers responsible for the performance and high-level structure of the program. This committee would also review and approve updates to the standards as occupational requirements and skill needs change or licensing requirements are updated. Specific decisions about individual apprentices, such as when to terminate an apprentice that is not progressing, can be delegated to regional subcommittees. Regional employers would need to sign on to the standards via Employer Acceptance Agreements, which outline any unique revisions to the statewide standards they need. Colleges would participate as RSI providers via MOUs or contracts with the sponsor.

- **Dedicated funding opportunities for apprenticeships in the health sector.** Existing competitive grant programs, such as Chancellor's Office California Apprenticeship Innovation (CAI) grants could set aside a specific amount or run dedicated grant competitions for apprenticeship expansion in the health sector. There may be an opportunity to co-fund grant opportunities in conjunction with other state agencies, including the Labor and Workforce Development Agency (LWDA) and the Department of Healthcare Access and Information (HCAI).

This approach could also be paired with the development of occupation-focused communities of practice that brings together participating colleges, sponsors, and apprenticeship technical assistance partners to provide support and planning infrastructure for expansion, financial sustainability, employer engagement, and peer learning opportunities. This would be similar to the efforts being led by the California Department of Healthcare Access and Information (HCAI) and the CA Labor and Workforce Development Agency (LWDA) to establish pilot standards for the Behavioral Health Wellness Coach role.

- **Focused strategy and resources to help large employers expand apprenticeships from one region to multiple regions.** Many employers in the health sector operate in multiple regions, and some top employers of the 15 health occupations listed in this report operate statewide. The LAUNCH team and partner colleges could target large multi-region employers currently participating in apprenticeship programs in one region and work with the employer, regional colleges, and other partners to develop a package that includes support, a roadmap, and potentially incentives for them to expand to other regions with participating colleges.

One challenge to focusing on non-traditional apprenticeships in the health sector is that many occupations have state licensing boards that establish standard competencies, minimum education requirements, and knowledge needed to receive a license to practice. These licensure requirements must be incorporated into apprenticeship standards and add an additional layer of government oversight in these professions, which employers and workers may feel is not necessary, given state licensing requirements and exams.¹¹

4.2: IMPLEMENT STATEWIDE EMPLOYER INTEREST AND ANNUAL REVIEW SURVEY TO ASSESS “REAL INTEREST FROM EMPLOYERS”

While labor market data on job growth, wages, annual openings, and regional priorities can help a college, a region, and statewide leaders prioritize occupations for apprenticeship, non-traditional apprenticeships can only start or expand if actual employers are interested. That requires specific people at those employers in specific locations - hiring managers, HR leaders, executives, and others with decision making authority – to be committed to investing time, energy, and financial resources into making internal personnel, practice and policy changes to adopt or expand the apprenticeship model.

Currently, neither LAUNCH nor its community college partners have a systematic process for documenting, collecting, or analyzing employer interest in non traditional apprenticeship pathways. This recommendation would change that by:

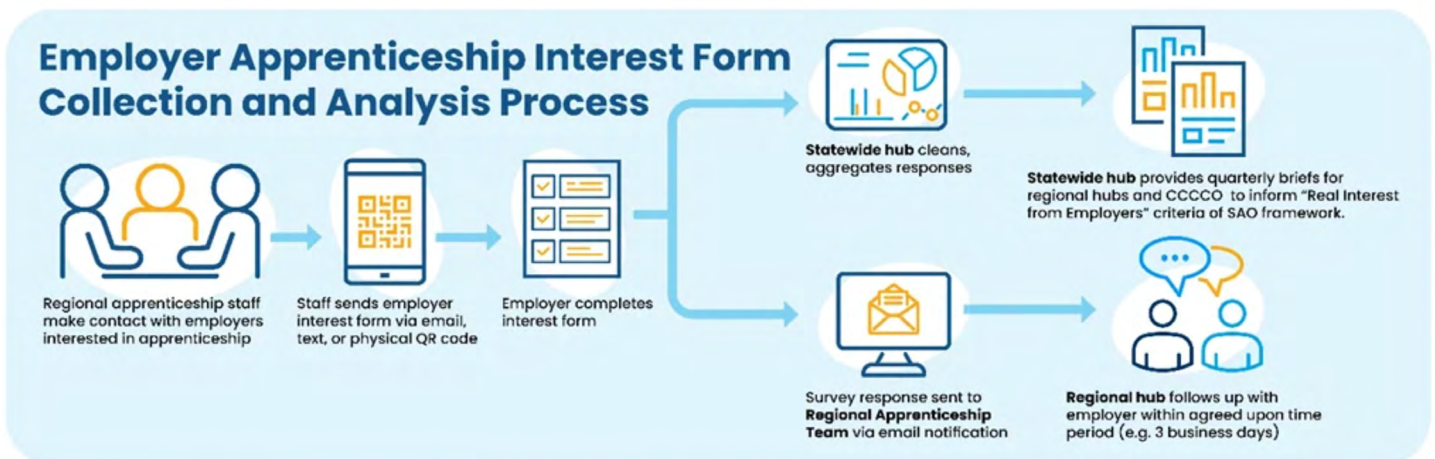
- **Implementing uniform employer interest form:** This brief form would be shared with employers interested in apprenticeship as an initial first step to participating in the hub. The form should take approximately five minutes to complete and ask about

¹¹ Fuller, Joseph and Sigelman, Matthew. Room to Grow: Identifying New Frontiers for Apprenticeship. November 2017. <https://www.hbs.edu/managing-the-future-of-work/Documents/room-to-grow.pdf>

the employer’s familiarity with apprenticeship, occupations of interest, location, industry, technical assistance needs, and any questions or barriers they may have to participating. A sample interest form can be found in Appendix B.

- Implementing a uniform annual employer feedback survey:** This brief survey would be shared with employers each quarter if they had at least one active apprenticeship in a LAUNCH affiliated program in the prior 90 days. The survey would ask about the employer’s experience with apprenticeship, technical assistance needs, and plans for apprenticeship in the upcoming year. Many of the questions would be similar to the interest form but adapt wording for an employer that had already been participating in the program.
- Data would inform regional operations and business processes:** LAUNCH regional hub managers, college faculty and staff, apprenticeship directors, job developers, and partners would work through the regional apprenticeship hubs on how to gather, interpret, and follow-up with employers submitting responses. The links could be shared on the LAUNCH website, regional consortium websites, LinkedIn, flyers, employer events. Regional staff could share the link to the survey after contacting an interested employer and the information could be used by the region to plug the employer into the regional apprenticeship network. The annual employer feedback survey could be distributed automatically to the employer representative contacts LAUNCH has on file, and the results would be shared with regional apprenticeship hub team members.
- Statewide data aggregation and analysis:** The statewide apprenticeship hub would produce quarterly reports analyzing the responses by sector, region, occupation, technical assistance needs, potential barriers, and questions and comments from employers interested or actively participating in LAUNCH-affiliated programs. These data would be used on an ongoing basis to assess the “Real Interest from Employers” criteria of the SAO framework.

Exhibit 13: Employer Interest Form Process Flow



4.3: INCORPORATE THE STRONG APPRENTICESHIP OPPORTUNITY (SAOS) INTO REGIONAL COE SCOPES OF WORK

Regional COEs are doing critical research on apprenticeship and top jobs that regional consortia and colleges leverage to identify occupations and programs for apprenticeship expansion. There is an opportunity for the Chancellor’s Office to align the regional COE scopes of work (SOWs) with the Strong Apprenticeship Opportunity (SAO) feasibility framework described in this report.

This could include:

- COEs identifying or calling out top occupations that would be considered non-traditional apprenticeships (e.g., overseen by the Interagency Committee on Apprenticeship (IACA)) in future regional apprenticeship-focused research products.
- COEs cross walking existing DAS-approved or pending apprenticeship standards approved statewide to priority jobs for the region to inform college and partner staffs decisions about whether to start new programs or partner with existing multi-employer programs.

In short, regional COEs and LAUNCH Regional Apprenticeship Managers (RAMs) can contribute to the SAO assessment framework, with each party responsible for the criteria that fall within their respective roles. COEs provide annual LMI research inputs for Criteria #1 (Market Demand) and Criteria #2 (Alignment with Regional Priorities), and may support Criteria #4 (Advancement Opportunity) where relevant career pathway data is available and accessible to the COE. RAMs would lead assessment of Criteria #3 (Existing Standards and Curriculum), Criteria #4 where COE data is unavailable, and Criteria #5 (Real Interest from Specific Employers).

Exhibit 14: Example Assessment Tool for Strong Apprenticeship Opportunities

Lead	Apprenticeship Opportunity Assessment	Example Rating Scale and Source	Rating (0-2)
Regional COE	<p>Criteria #1: Market Demand</p> <p>High rates of annual average job openings within a given region or regions that can sustain a pipeline of apprenticeship.</p>	<p>0 = Occupation has less than regional COE threshold for average annual job openings</p> <p>1 = Occupation has 100% to 400% of regional COE threshold for average annual job openings</p> <p>2 = Occupation has greater than 400% of regional threshold for annual job openings.</p> <p>Source: Lightcast and Regional COE AJO Thresholds¹²</p>	

¹² Each regional Center of Excellence has an established threshold based on the median average annual job openings (AJOs) of all occupations to determine whether average annual job openings in the region for a given occupation is high, moderate, or low relative to the size of the region. For example, 150 openings for registered nurses may be a lot for the Far North region, but very low for the densely populated Los Angeles region.

Lead	Apprenticeship Opportunity Assessment	Example Rating Scale and Source	Rating (0-2)
Regional Apprenticeship Manager (RAM)	<p>Criteria #2: Alignment with Regional Priorities</p> <p>An apprenticeship program that aligns with regional workforce, education, and economic development priorities and planning documents is well-positioned to secure support, funding, employers, and regional partners, a key step to scale and sustainability.</p>	<p>0 = occupation is not a priority in any publication or plan in the region.</p> <p>1 = occupation is a priority in one or more publication or plan in the region</p> <p>2 = Occupation is a priority or “target” in two or more publications or plans</p> <p>Sources: COEs “Top Jobs” reports, WIOA local or regional plans development by local workforce development boards, California Jobs First plans, and economic development planning and strategy documents published in the preceding 24 months.</p>	
Regional Apprenticeship Manager (RAM)	<p>Criteria #3: Availability of Existing Standards and Programs</p> <p>The relevance of existing programs and whether DAS-approved standards already exist and can be leveraged for this occupation is critical to the success of an apprenticeship startup effort.</p>	<p>0 = Academic programs must be created or heavily adapted in the region. New standards must be created and approved by DAS for this occupation.</p> <p>1 = Relevant programs at a partner college exists and can be used with limited adaption. New standards must be created and approved by DAS for this occupation.</p> <p>2 = Academic programs and DAS standards identified and can be used with limited adaption.</p> <p>Sources: Datamart + State COE TOP > SOC crosswalk and supply file (of awards given, etc.)</p>	
Regional COE	<p>Criteria #4: Advancement Opportunity</p> <p>Apprenticeship programs are best suited for occupations with sufficient skill needs to justify at least 144 hours of classroom training and ongoing, competency-based advancement opportunities.</p>	<p>0 = No relevant advancement or lateral advancement opportunities available that lead to wage increases.</p> <p>1 = One relevant advancement or lateral advancement opportunity available that leads to a wage increase.</p> <p>2 = Multiple relevant advancement opportunities available that lead to wage increases.</p> <p>Source: To be confirmed — Lightcast Career Pathways Report module is not currently accessible to all regional COEs. Recommend confirming access or identifying an alternative source (e.g., Occupational Mobility Explorer) before finalizing this criterion’s data source.</p>	

Lead	Apprenticeship Opportunity Assessment	Example Rating Scale and Source	Rating (0-2)
Regional Apprenticeship Manager (RAM)	<p>Criteria #5: Real Interest from Specific Employers</p> <p>Viable programs need interest from specific employers willing to invest in skills development through the apprenticeship model. This interest should include buy-in or engagement from individuals with decision making authority who can champion employer practice changes, direct personnel activities, and commit resources on behalf of the organization.</p>	<p>0 = no employer interest for occupation in last 12 months</p> <p>1 = one to three employers are interested in last 12 months</p> <p>2 = 3+ employers expressed interest in the last 12 months</p> <p>Source: Statewide Apprenticeship Hub Employer Interest and Annual Satisfaction Survey Data. Not currently available, see recommendation 4.2</p>	
	Total Score	<p>Strong Apprenticeship Opportunity (8-10 points)</p> <p>Proceed with Caution (5 – 7 points)</p> <p>Occupation not recommended at this time (0-4 Points)</p>	
Statewide Apprenticeship Hub Review Notes and Recommendations			

SECTION 5: CONCLUSION AND LIMITATIONS

Led by the Chancellor’s Office, the system for developing, scaling, and sustaining non-traditional apprenticeship systems anchored in California’s public community college system is taking a significant step forward. Statewide and regional apprenticeship hubs are providing colleges and their regional partners with expertise, bandwidth, and coordination services to ease the administrative burden and expand the benefits of registered apprenticeships to their students and employer partners.

Identifying which occupations to focus on for non-traditional apprenticeship expansion is not simple. This report identifies 50 occupations that represent strong targets for apprenticeship expansion statewide. Health occupations stand out as the largest and fastest growing opportunities across the state.

There are important limitations to identifying this Top 50 list. While alignment with regional COE’s research on priority jobs for each region is critical, each COE region develops its own “Top Jobs” or “Priority Jobs” list. There may be variation in how the “Top 50” are applied or prioritized across regions. For example, one COE may remove all occupations that require a bachelor’s degree, while another COE may include those occupations in their regional reports. Despite these differences, incorporating regional COE research into the methodology remains essential to strengthening alignment among the between COEs, regional consortia, and regional apprenticeship managers.

Despite regional differences in how priority jobs are identified and prioritized, this report provides an initial list as a first step in building a repeatable process for assessing apprenticeship viability in California’s community college system. The report outlines five critical criteria for identifying **Strong Apprenticeship Opportunities (SAOs)**, as well recommended steps that can be taken by the Chancellor’s Office, LAUNCH, and key partners such as the Centers of Excellence of Labor Market Information (COE) to put in place the statewide structure to assess SAOs on an ongoing basis.

The conditions needed for non-traditional apprenticeship expansion are always evolving and can change rapidly. The **LAUNCH Statewide Hub intends to update and expand on this report each year** to support efforts across the California Community College system to expand non-traditional apprenticeship across California.

APPENDIX A: REGIONAL DATA ON TOP 50 TARGETS

The below information, along with top employers and common job titles of each occupation, can be explored in the online data book for this engagement here: [Top Targets for Non-Traditional Apprenticeship Expansion in CA.](#)

Exhibit A-1: Target Apprenticeship Opportunities in the Bay Region, 2024-2029

SOC	Occupation	2024 Jobs	2024 - 2029 % Change	Average Annual Openings	10% Wage	25% Wage	Median Wage	75% Wage	90% Wage
29-1141	Registered Nurses	78,597	6%	5,152	\$55.97	\$70.58	\$91.66	\$102.64	\$108.18
43-6011	Executive Secretaries and Executive Administrative Assistants	20,223	1%	2,139	\$32.02	\$38.26	\$47.88	\$59.98	\$73.08
15-1232	Computer User Support Specialists	18,255	9%	1,563	\$24.58	\$32.30	\$39.53	\$50.18	\$62.83
29-2061	Licensed Practical and Licensed Vocational Nurses	14,770	7%	1,429	\$35.14	\$37.71	\$42.49	\$47.77	\$51.71
33-3051	Police and Sheriff's Patrol Officers	14,395	5%	1,254	\$43.98	\$56.51	\$63.21	\$71.61	\$77.77
15-1255	Web and Digital Interface Designers	12,927	2%	950	\$36.19	\$48.44	\$76.86	\$95.75	\$109.86
13-1028	Buyers and Purchasing Agents	11,791	5%	1,271	\$27.42	\$34.30	\$44.56	\$58.67	\$74.29
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	11,562	3%	1,005	\$29.51	\$36.36	\$47.28	\$61.40	\$77.00
23-2011	Paralegals and Legal Assistants	11,158	(1%)	1,112	\$26.58	\$31.76	\$40.73	\$51.65	\$63.50
11-3012	Administrative Services Managers	9,589	4%	857	\$36.37	\$46.56	\$61.17	\$83.26	\$113.52
15-1244	Network and Computer Systems Administrators	9,459	3%	589	\$36.95	\$46.49	\$60.08	\$77.00	\$91.20
13-1081	Logisticians	8,808	9%	912	\$32.19	\$38.78	\$51.27	\$66.40	\$81.20
33-3012	Correctional Officers and Jailers	6,093	4%	595	\$32.91	\$41.66	\$49.29	\$54.12	\$63.52
29-1292	Dental Hygienists	5,814	4%	435	\$61.45	\$63.82	\$67.63	\$73.27	\$76.63
11-3013	Facilities Managers	5,516	5%	514	\$36.92	\$46.47	\$62.86	\$84.17	\$105.49
49-9041	Industrial Machinery Mechanics	5,445	10%	552	\$26.36	\$31.31	\$38.82	\$51.68	\$60.27

SOC	Occupation	2024 Jobs	2024 - 2029 % Change	Average Annual Openings	10% Wage	25% Wage	Median Wage	75% Wage	90% Wage
29-2099	Health Technologists and Technicians, All Other	5,319	11%	524	\$23.20	\$27.33	\$33.51	\$40.34	\$51.66
15-1254	Web Developers	5,214	3%	362	\$30.91	\$43.09	\$70.47	\$89.50	\$107.56
53-2031	Flight Attendants	4,722	(13%)	607	\$23.07	\$27.19	\$33.70	\$46.59	\$58.39
17-3023	Electrical and Electronic Engineering Technologists and Technicians	4,507	(1%)	427	\$29.35	\$35.82	\$42.92	\$49.90	\$58.27
29-2034	Radiologic Technologists and Technicians	4,497	9%	320	\$42.92	\$54.21	\$69.19	\$79.99	\$84.37
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	4,027	2%	353	\$25.99	\$34.05	\$41.78	\$51.60	\$65.93
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	3,895	5%	365	\$21.59	\$27.93	\$36.55	\$44.06	\$50.96
17-3011	Architectural and Civil Drafters	3,715	(1%)	304	\$27.87	\$31.67	\$36.71	\$46.44	\$57.95
15-1231	Computer Network Support Specialists	3,363	10%	295	\$27.29	\$35.37	\$46.38	\$60.53	\$75.14

Exhibit A-2: Target Apprenticeship Opportunities in the Central Valley/Mother Lode Region, 2024-2029

SOC	Occupation	2024 Jobs	2024 - 2029 % Change	Average Annual Openings	10% Wage	25% Wage	Median Wage	75% Wage	90% Wage
29-1141	Registered Nurses	32,023	7%	2,166	\$45.15	\$52.06	\$62.20	\$77.43	\$90.35
11-1021	General and Operations Managers	22,381	8%	2,239	\$25.68	\$34.72	\$49.03	\$74.84	\$102.25
33-3012	Correctional Officers and Jailers	10,927	0%	998	\$31.16	\$38.16	\$48.11	\$51.62	\$55.38
29-2061	Licensed Practical and Licensed Vocational Nurses	7,940	7%	765	\$29.38	\$30.89	\$35.59	\$37.73	\$44.05
21-1018	Substance Abuse, Behavioral Disorder, and Mental Health Counselors	6,999	14%	803	\$20.36	\$23.51	\$29.93	\$40.57	\$53.83
33-3051	Police and Sheriff's Patrol Officers	6,682	9%	641	\$32.94	\$37.43	\$45.54	\$54.69	\$69.09
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	5,720	7%	544	\$26.11	\$32.68	\$41.00	\$51.73	\$67.43
49-9041	Industrial Machinery Mechanics	5,077	12%	529	\$21.91	\$25.48	\$33.87	\$40.10	\$46.53
43-6011	Executive Secretaries and Executive Administrative Assistants	3,407	5%	390	\$25.72	\$30.34	\$37.55	\$44.46	\$51.61
13-1028	Buyers and Purchasing Agents	3,371	7%	377	\$21.49	\$27.08	\$34.01	\$43.55	\$55.39
11-3071	Transportation, Storage, and Distribution Managers	3,126	10%	323	\$30.63	\$36.73	\$45.88	\$60.64	\$83.32
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	2,771	5%	259	\$20.84	\$27.01	\$33.08	\$38.01	\$42.83
11-3012	Administrative Services Managers	2,565	6%	242	\$30.89	\$38.00	\$48.52	\$64.68	\$83.56
29-2042	Emergency Medical Technicians	2,149	10%	212	\$17.21	\$17.88	\$20.19	\$23.53	\$31.12
49-3011	Aircraft Mechanics and Service Technicians	2,097	5%	180	\$23.18	\$31.24	\$39.27	\$44.28	\$49.85

SOC	Occupation	2024 Jobs	2024 - 2029 % Change	Average Annual Openings	10% Wage	25% Wage	Median Wage	75% Wage	90% Wage
29-2034	Radiologic Technologists and Technicians	2,051	9%	146	\$33.25	\$39.38	\$48.18	\$60.17	\$67.33
29-1126	Respiratory Therapists	1,971	8%	124	\$34.45	\$38.87	\$45.07	\$53.13	\$63.14
13-1081	Logisticians	1,958	13%	225	\$25.46	\$31.31	\$40.42	\$53.17	\$67.35
25-2012	Kindergarten Teachers, Except Special Education	1,932	9%	255	\$26.25	\$29.97	\$39.23	\$49.00	\$56.22
29-1292	Dental Hygienists	1,658	10%	143	\$45.35	\$47.80	\$52.12	\$60.48	\$62.67
15-1244	Network and Computer Systems Administrators	1,609	2%	94	\$30.50	\$37.99	\$45.34	\$51.94	\$63.64
11-3013	Facilities Managers	1,553	7%	155	\$30.82	\$38.12	\$49.97	\$63.96	\$79.75
29-2053	Psychiatric Technicians	1,543	13%	174	\$19.98	\$27.32	\$36.01	\$39.87	\$46.63
29-2055	Surgical Technologists	1,136	9%	88	\$25.96	\$29.70	\$36.38	\$40.46	\$51.48
43-5031	Public Safety Telecommunicators	1,098	9%	141	\$20.42	\$23.64	\$29.93	\$37.93	\$45.13
29-2043	Paramedics	1,083	10%	74	\$24.43	\$25.68	\$30.52	\$35.45	\$41.58
33-3021	Detectives and Criminal Investigators	1,013	7%	90	\$35.06	\$43.32	\$49.68	\$60.39	\$72.51
29-2032	Diagnostic Medical Sonographers	994	9%	70	\$34.33	\$43.36	\$53.52	\$66.15	\$82.55
17-3023	Electrical and Electronic Engineering Technologists and Technicians	852	4%	86	\$29.83	\$36.50	\$44.31	\$54.51	\$64.47
17-3029	Engineering Technologists and Technicians, Except Drafters, All Other	801	1%	71	\$26.65	\$34.83	\$45.34	\$55.11	\$63.99
31-2021	Physical Therapist Assistants	790	17%	152	\$27.98	\$34.67	\$38.51	\$45.68	\$52.45
17-3022	Civil Engineering Technologists and Technicians	728	5%	70	\$23.33	\$29.10	\$35.22	\$40.71	\$45.91
15-1231	Computer Network Support Specialists	673	8%	55	\$23.07	\$29.00	\$35.86	\$45.65	\$51.50
53-2012	Commercial Pilots	668	7%	88	\$24.50	\$32.30	\$42.56	\$68.94	\$110.81
49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment	634	4%	58	\$28.13	\$32.96	\$38.91	\$50.92	\$66.17

Exhibit A-3: Target Apprenticeship Opportunities in the Far North Region, 2024-2029

SOC	Occupation	2024 Jobs	2024 - 2029 % Change	Average Annual Openings	10% Wage	25% Wage	Median Wage	75% Wage	90% Wage
29-1141	Registered Nurses	6,984	7%	464	\$45.48	\$51.28	\$64.18	\$75.36	\$78.53
11-1021	General and Operations Managers	5,434	6%	512	\$25.33	\$34.13	\$47.06	\$67.31	\$96.59
21-1093	Social and Human Service Assistants	2,254	11%	289	\$16.67	\$18.40	\$23.29	\$28.12	\$29.85
29-2061	Licensed Practical and Licensed Vocational Nurses	1,659	7%	161	\$27.35	\$30.44	\$34.48	\$37.56	\$40.93
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	1,265	5%	115	\$25.59	\$30.37	\$38.22	\$50.91	\$69.33
29-2052	Pharmacy Technicians	976	(2%)	90	\$17.90	\$20.98	\$23.16	\$29.47	\$34.19
15-1232	Computer User Support Specialists	773	3%	55	\$20.89	\$23.96	\$29.47	\$35.30	\$44.10
11-3012	Administrative Services Managers	695	4%	64	\$27.23	\$33.19	\$44.19	\$57.98	\$76.32
29-2042	Emergency Medical Technicians	480	6%	45	\$16.89	\$19.47	\$22.57	\$27.18	\$35.60
43-5031	Public Safety Telecommunicators	446	6%	54	\$22.13	\$25.08	\$29.87	\$36.18	\$40.05
29-2099	Health Technologists and Technicians, All Other	445	13%	45	\$20.00	\$22.67	\$25.08	\$31.83	\$35.63
31-9099	Healthcare Support Workers, All Other	440	4%	63	\$17.14	\$19.28	\$22.32	\$26.18	\$30.89
11-3013	Facilities Managers	386	5%	36	\$26.28	\$32.78	\$42.76	\$57.34	\$72.07
11-3071	Transportation, Storage, and Distribution Managers	376	3%	33	\$29.27	\$34.98	\$45.21	\$63.62	\$83.63
25-2012	Kindergarten Teachers, Except Special Education	276	7%	35	\$22.65	\$27.95	\$36.18	\$48.19	\$57.36
15-1255	Web and Digital Interface Designers	237	1%	18	\$21.49	\$32.93	\$44.32	\$66.68	\$90.88
29-2055	Surgical Technologists	234	8%	17	\$27.50	\$33.74	\$38.60	\$44.73	\$47.67
13-1081	Logisticians	231	10%	25	\$26.48	\$31.36	\$36.26	\$44.37	\$58.34
29-2043	Paramedics	211	9%	14	\$21.11	\$26.81	\$31.79	\$40.13	\$45.17

SOC	Occupation	2024 Jobs	2024 - 2029 % Change	Average Annual Openings	10% Wage	25% Wage	Median Wage	75% Wage	90% Wage
15-1254	Web Developers	206	(6%)	12	\$16.37	\$21.67	\$37.10	\$50.59	\$56.94
49-3011	Aircraft Mechanics and Service Technicians	196	5%	18	\$19.68	\$25.27	\$34.33	\$42.63	\$54.20
29-2053	Psychiatric Technicians	193	33%	31	\$18.28	\$20.61	\$27.62	\$35.50	\$39.85
53-2012	Commercial Pilots	192	15%	29	\$29.03	\$34.54	\$46.80	\$72.70	\$104.02
17-3011	Architectural and Civil Drafters	188	5%	18	\$21.55	\$25.78	\$29.86	\$36.67	\$47.30
29-2032	Diagnostic Medical Sonographers	188	8%	13	\$36.00	\$46.39	\$53.52	\$64.76	\$73.99
33-3021	Detectives and Criminal Investigators	145	10%	14	\$32.39	\$38.75	\$46.44	\$50.46	\$64.89
23-2099	Legal Support Workers, All Other	140	(2%)	14	\$18.59	\$28.41	\$38.81	\$42.50	\$51.73

Exhibit A-4: Target Apprenticeship Opportunities in the Greater Sacramento Region, 2024-2029

SOC	Occupation	2024 Jobs	2024 - 2029 % Change	Average Annual Openings	10% Wage	25% Wage	Median Wage	75% Wage	90% Wage
29-1141	Registered Nurses	25,924	9%	1,830	\$49.54	\$62.93	\$80.65	\$96.29	\$101.88
11-1021	General and Operations Managers	19,760	7%	1,935	\$29.76	\$38.41	\$56.75	\$80.80	\$113.85
53-3032	Heavy and Tractor-Trailer Truck Drivers	17,301	9%	2,160	\$17.38	\$21.82	\$28.46	\$34.00	\$39.54
31-9092	Medical Assistants	8,541	12%	1,360	\$19.99	\$22.79	\$29.08	\$35.38	\$37.08
31-1131	Nursing Assistants	6,676	13%	1,166	\$18.86	\$21.32	\$22.29	\$23.82	\$28.26
11-3012	Administrative Services Managers	6,658	4%	598	\$38.85	\$41.77	\$46.27	\$48.72	\$63.99
33-3051	Police and Sheriff's Patrol Officers	6,483	9%	614	\$36.07	\$42.39	\$52.77	\$59.32	\$74.41
29-2061	Licensed Practical and Licensed Vocational Nurses	5,031	10%	515	\$30.96	\$35.62	\$38.13	\$44.78	\$48.52
21-1093	Social and Human Service Assistants	4,525	13%	596	\$18.29	\$22.15	\$25.80	\$30.04	\$36.09
29-2052	Pharmacy Technicians	3,522	2%	344	\$18.63	\$22.25	\$26.47	\$35.40	\$38.81

SOC	Occupation	2024 Jobs	2024 - 2029 % Change	Average Annual Openings	10% Wage	25% Wage	Median Wage	75% Wage	90% Wage
23-2011	Paralegals and Legal Assistants	3,223	6%	372	\$24.36	\$28.72	\$36.90	\$44.85	\$49.45
33-3012	Correctional Officers and Jailers	2,545	16%	324	\$24.53	\$25.36	\$41.25	\$50.34	\$53.36
29-2099	Health Technologists and Technicians, All Other	1,871	13%	189	\$21.99	\$23.92	\$28.32	\$36.07	\$48.12
33-3021	Detectives and Criminal Investigators	1,710	7%	153	\$32.16	\$42.24	\$52.92	\$65.37	\$73.75
11-3071	Transportation, Storage, and Distribution Managers	1,691	8%	169	\$31.36	\$39.05	\$49.74	\$68.19	\$89.27
49-9041	Industrial Machinery Mechanics	1,392	12%	149	\$23.57	\$29.65	\$34.73	\$41.45	\$56.40
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	1,371	6%	131	\$23.77	\$30.51	\$36.15	\$40.23	\$45.93
29-1126	Respiratory Therapists	1,177	10%	80	\$39.61	\$49.47	\$60.90	\$64.02	\$67.82
11-3013	Facilities Managers	1,095	7%	107	\$26.30	\$36.04	\$49.31	\$65.39	\$81.94
29-2053	Psychiatric Technicians	909	21%	120	\$19.55	\$21.35	\$21.57	\$34.13	\$41.82
43-5031	Public Safety Telecommunicators	792	9%	102	\$25.70	\$30.85	\$37.04	\$42.26	\$46.94
15-1255	Web and Digital Interface Designers	757	2%	54	\$19.54	\$27.17	\$43.31	\$65.51	\$88.52
29-2032	Diagnostic Medical Sonographers	706	12%	53	\$37.21	\$53.27	\$72.63	\$83.24	\$92.16
29-2055	Surgical Technologists	672	12%	55	\$28.88	\$38.38	\$45.33	\$50.57	\$57.11
17-3022	Civil Engineering Technologists and Technicians	590	9%	62	\$24.48	\$29.74	\$38.60	\$43.35	\$48.56
31-2021	Physical Therapist Assistants	528	17%	102	\$28.75	\$34.83	\$38.76	\$45.26	\$50.60
53-2012	Commercial Pilots	396	10%	55	\$24.44	\$35.30	\$50.03	\$77.83	\$107.68
23-2099	Legal Support Workers, All Other	395	8%	46	\$22.03	\$29.53	\$40.95	\$48.22	\$66.81

Exhibit A-5: Target Apprenticeship Opportunities in the Inland Empire/Desert Region, 2024-2029

SOC	Occupation	2024 Jobs	2024 - 2029 % Change	Average Annual Openings	10% Wage	25% Wage	Median Wage	75% Wage	90% Wage
53-3032	Heavy and Tractor-Trailer Truck Drivers	48,408	9%	5,997	\$17.34	\$21.95	\$28.78	\$33.85	\$40.31
29-2061	Licensed Practical and Licensed Vocational Nurses	8,692	8%	847	\$29.25	\$31.30	\$36.29	\$38.93	\$43.68
33-3051	Police and Sheriff's Patrol Officers	6,559	13%	689	\$35.42	\$38.74	\$50.63	\$58.54	\$69.24
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	5,960	8%	582	\$25.76	\$31.42	\$39.66	\$50.24	\$68.54
21-1018	Substance Abuse, Behavioral Disorder, and Mental Health Counselors	5,791	18%	731	\$19.98	\$22.72	\$29.37	\$38.15	\$50.01
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	4,680	8%	472	\$18.42	\$24.04	\$30.57	\$36.16	\$43.19
15-1232	Computer User Support Specialists	3,973	5%	302	\$20.33	\$24.97	\$31.71	\$39.76	\$49.05
49-9041	Industrial Machinery Mechanics	3,005	11%	312	\$21.86	\$27.15	\$33.38	\$39.56	\$47.35
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	2,923	7%	291	\$20.98	\$27.29	\$34.14	\$38.64	\$44.23
23-2011	Paralegals and Legal Assistants	2,790	5%	315	\$22.52	\$23.64	\$27.99	\$36.20	\$42.30
29-1126	Respiratory Therapists	2,221	12%	159	\$31.55	\$37.07	\$46.51	\$52.44	\$60.48
49-3011	Aircraft Mechanics and Service Technicians	2,035	9%	198	\$23.19	\$29.24	\$38.89	\$47.15	\$58.33
29-2034	Radiologic Technologists and Technicians	2,017	13%	163	\$34.08	\$39.39	\$48.99	\$60.64	\$65.50
31-9099	Healthcare Support Workers, All Other	2,008	7%	301	\$18.51	\$21.64	\$25.65	\$30.36	\$35.47
33-3021	Detectives and Criminal Investigators	1,541	8%	138	\$39.66	\$50.50	\$60.45	\$65.26	\$75.22
29-1292	Dental Hygienists	1,519	13%	142	\$50.27	\$50.54	\$53.39	\$56.41	\$60.76

SOC	Occupation	2024 Jobs	2024 - 2029 % Change	Average Annual Openings	10% Wage	25% Wage	Median Wage	75% Wage	90% Wage
29-2055	Surgical Technologists	1,130	13%	96	\$24.83	\$30.19	\$36.92	\$39.64	\$45.10
43-5031	Public Safety Telecommunicators	889	13%	124	\$25.53	\$30.06	\$36.42	\$40.37	\$44.84
29-2032	Diagnostic Medical Sonographers	869	16%	73	\$27.50	\$40.28	\$49.31	\$63.08	\$72.14
17-3011	Architectural and Civil Drafters	848	5%	78	\$21.57	\$26.39	\$31.03	\$37.35	\$48.63
31-2021	Physical Therapist Assistants	777	26%	167	\$29.79	\$35.37	\$38.08	\$44.46	\$49.56
49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment	711	5%	67	\$22.35	\$30.66	\$37.03	\$41.15	\$48.72
31-2011	Occupational Therapy Assistants	344	25%	62	\$30.97	\$33.37	\$37.90	\$43.15	\$50.49

Exhibit A-6: Target Apprenticeship Opportunities in the Los Angeles Region, 2024-2029

SOC	Occupation	2024 Jobs	2024 - 2029 % Change	Average Annual Openings	10% Wage	25% Wage	Median Wage	75% Wage	90% Wage
29-1141	Registered Nurses	86,069	5%	5,421	\$47.64	\$51.79	\$63.92	\$79.45	\$83.10
29-2061	Licensed Practical and Licensed Vocational Nurses	25,928	6%	2,449	\$29.35	\$31.68	\$36.07	\$38.86	\$45.54
33-3051	Police and Sheriff's Patrol Officers	21,125	5%	1,797	\$37.39	\$47.66	\$56.55	\$61.37	\$64.67
43-6011	Executive Secretaries and Executive Administrative Assistants	17,507	(0%)	1,794	\$28.36	\$34.24	\$38.90	\$48.27	\$56.37
23-2011	Paralegals and Legal Assistants	17,019	7%	2,008	\$21.76	\$25.19	\$31.23	\$47.87	\$50.05
15-1232	Computer User Support Specialists	15,010	(1%)	942	\$22.13	\$28.13	\$34.19	\$41.21	\$49.75
13-1028	Buyers and Purchasing Agents	13,312	1%	1,286	\$21.42	\$28.08	\$36.64	\$47.76	\$60.32
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	13,256	1%	1,096	\$26.70	\$33.62	\$43.63	\$56.93	\$69.73

SOC	Occupation	2024 Jobs	2024 - 2029 % Change	Average Annual Openings	10% Wage	25% Wage	Median Wage	75% Wage	90% Wage
53-2031	Flight Attendants	9,678	9%	1,519	\$23.54	\$29.64	\$37.88	\$48.56	\$62.77
13-1081	Logisticians	6,991	6%	685	\$24.52	\$31.40	\$39.29	\$52.24	\$65.64
15-1244	Network and Computer Systems Administrators	6,787	(3%)	348	\$32.98	\$40.93	\$50.60	\$62.60	\$75.44
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	5,952	3%	524	\$23.65	\$32.87	\$38.78	\$60.15	\$60.21
29-1292	Dental Hygienists	5,857	8%	485	\$20.40	\$26.44	\$49.41	\$56.91	\$59.32
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	5,410	3%	479	\$21.51	\$27.04	\$34.83	\$39.12	\$44.45
29-1126	Respiratory Therapists	5,371	7%	327	\$38.94	\$45.38	\$48.76	\$52.16	\$61.08
49-3011	Aircraft Mechanics and Service Technicians	5,151	8%	484	\$23.36	\$30.20	\$41.24	\$49.17	\$61.29
29-2034	Radiologic Technologists and Technicians	5,098	4%	310	\$28.60	\$37.40	\$48.94	\$60.89	\$67.88
33-3012	Correctional Officers and Jailers	5,053	2%	473	\$31.76	\$38.48	\$38.90	\$47.23	\$52.32
33-3021	Detectives and Criminal Investigators	2,679	4%	218	\$40.17	\$48.90	\$62.51	\$73.96	\$85.64
29-2032	Diagnostic Medical Sonographers	2,612	6%	161	\$24.53	\$33.99	\$48.77	\$63.71	\$79.40
17-2023	Electrical and Electronic Engineering Technologists and Technicians	2,077	(2%)	190	\$22.23	\$29.57	\$38.26	\$47.89	\$54.13
53-2012	Commercial Pilots	2,045	7%	267	\$28.96	\$40.94	\$82.69	\$129.31	\$180.35
17-3029	Engineering Technologists and Technicians, Except Drafters, All Other	1,415	1%	122	\$21.95	\$28.13	\$35.19	\$41.90	\$50.04
17-3022	Civil Engineering Technologists and Technicians	1,215	1%	105	\$24.12	\$31.09	\$39.38	\$48.18	\$55.02
31-2011	Occupational Therapy Assistants	1,184	19%	195	\$25.33	\$33.45	\$35.78	\$43.51	\$46.27

Exhibit A-7: Target Apprenticeship Opportunities in the Orange County Region, 2024-2029

SOC	Occupation	2024 Jobs	2024 - 2029 % Change	Average Annual Openings	10% Wage	25% Wage	Median Wage	75% Wage	90% Wage
11-1021	General and Operations Managers	30,741	4%	2,739	\$30.08	\$40.37	\$60.67	\$98.71	\$145.64
29-1141	Registered Nurses	25,323	7%	1,693	\$47.56	\$51.71	\$63.77	\$79.32	\$82.98
29-2061	Licensed Practical and Licensed Vocational Nurses	7,559	5%	691	\$31.43	\$33.92	\$38.61	\$41.60	\$48.75
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	5,195	3%	449	\$27.97	\$35.19	\$45.66	\$59.56	\$72.93
33-3051	Police and Sheriff's Patrol Officers	4,734	6%	415	\$33.78	\$43.08	\$51.13	\$55.50	\$58.48
11-3012	Administrative Services Managers	3,648	2%	307	\$34.68	\$43.92	\$56.69	\$75.24	\$100.99
11-3071	Transportation, Storage, and Distribution Managers	2,885	2%	247	\$30.90	\$37.30	\$50.68	\$71.96	\$93.71
29-1292	Dental Hygienists	2,737	10%	237	\$21.82	\$28.22	\$53.04	\$60.97	\$63.61
13-1081	Logisticians	2,600	8%	263	\$24.74	\$31.65	\$39.67	\$52.73	\$66.26
15-1255	Web and Digital Interface Designers	2,259	(1%)	148	\$22.91	\$31.65	\$45.41	\$72.00	\$90.89
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	2,130	8%	212	\$25.34	\$35.14	\$41.24	\$64.24	\$64.32
29-2034	Radiologic Technologists and Technicians	1,731	7%	114	\$28.98	\$37.90	\$49.63	\$61.77	\$68.93
29-1126	Respiratory Therapists	1,673	9%	109	\$38.66	\$45.05	\$48.42	\$51.78	\$60.64
11-3013	Facilities Managers	1,630	4%	149	\$32.68	\$38.30	\$53.32	\$69.74	\$85.12
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	1,574	3%	140	\$21.77	\$28.47	\$36.33	\$40.76	\$46.26
33-3012	Correctional Officers and Jailers	1,186	2%	111	\$29.25	\$35.44	\$35.84	\$43.50	\$48.20
15-1254	Web Developers	962	(1%)	57	\$18.70	\$26.06	\$42.07	\$58.10	\$74.59
29-2032	Diagnostic Medical Sonographers	960	9%	66	\$25.16	\$34.89	\$50.08	\$65.42	\$81.31

SOC	Occupation	2024 Jobs	2024 - 2029 % Change	Average Annual Openings	10% Wage	25% Wage	Median Wage	75% Wage	90% Wage
49-3011	Aircraft Mechanics and Service Technicians	813	3%	66	\$21.42	\$27.85	\$38.25	\$45.85	\$57.25
17-3029	Engineering Technologists and Technicians, Except Drafters, All Other	674	2%	61	\$22.23	\$28.43	\$35.50	\$42.23	\$50.37
17-3022	Civil Engineering Technologists and Technicians	601	0%	51	\$23.93	\$30.80	\$38.91	\$47.52	\$54.21
33-3021	Detectives and Criminal Investigators	584	4%	48	\$36.66	\$44.62	\$57.04	\$67.49	\$78.14
43-5031	Public Safety Telecommunicators	476	10%	62	\$21.28	\$29.43	\$35.59	\$41.31	\$45.39
31-2011	Occupational Therapy Assistants	397	8%	55	\$25.49	\$34.11	\$36.36	\$44.19	\$47.01

Exhibit A-8: Target Apprenticeship Opportunities in the San Diego/Imperial Region, 2024-2029

SOC	Occupation	2024 Jobs	2024 - 2029 % Change	Average Annual Openings	10% Wage	25% Wage	Median Wage	75% Wage	90% Wage
29-1141	Registered Nurses	29,524	8%	2,008	\$48.95	\$58.14	\$63.76	\$78.26	\$83.96
53-3032	Heavy and Tractor-Trailer Truck Drivers	13,801	2%	1,496	\$17.59	\$21.84	\$28.00	\$31.67	\$38.40
31-1131	Nursing Assistants	10,655	10%	1,788	\$18.69	\$21.70	\$22.38	\$23.52	\$28.20
31-9092	Medical Assistants	9,605	14%	1,590	\$18.45	\$21.38	\$22.86	\$27.57	\$30.52
21-1093	Social and Human Service Assistants	7,395	10%	928	\$19.04	\$22.21	\$25.29	\$32.96	\$32.98
29-2061	Licensed Practical and Licensed Vocational Nurses	7,266	8%	709	\$29.96	\$32.63	\$37.02	\$39.72	\$47.27
33-3051	Police and Sheriff's Patrol Officers	7,189	5%	628	\$32.77	\$41.34	\$52.00	\$61.85	\$68.58
43-6011	Executive Secretaries and Executive Administrative Assistants	6,151	1%	651	\$24.06	\$31.91	\$39.66	\$47.31	\$55.36

SOC	Occupation	2024 Jobs	2024 - 2029 % Change	Average Annual Openings	10% Wage	25% Wage	Median Wage	75% Wage	90% Wage
15-1232	Computer User Support Specialists	5,870	1%	389	\$22.09	\$27.55	\$33.37	\$39.93	\$51.98
49-3011	Aircraft Mechanics and Service Technicians	5,286	1%	409	\$26.92	\$36.44	\$40.87	\$46.70	\$49.46
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	5,151	3%	446	\$25.47	\$31.86	\$39.53	\$49.73	\$61.14
13-1028	Buyers and Purchasing Agents	5,107	4%	529	\$24.83	\$30.80	\$38.89	\$51.67	\$65.04
13-1081	Logisticians	5,004	5%	483	\$28.51	\$35.77	\$45.69	\$56.98	\$65.81
23-2011	Paralegals and Legal Assistants	4,118	4%	458	\$21.23	\$24.86	\$36.53	\$46.48	\$51.86
29-2052	Pharmacy Technicians	4,100	1%	388	\$18.70	\$22.12	\$23.77	\$29.54	\$37.50
33-3012	Correctional Officers and Jailers	3,913	2%	363	\$31.40	\$35.82	\$45.75	\$50.45	\$52.11
33-3021	Detectives and Criminal Investigators	3,800	3%	300	\$37.70	\$49.42	\$57.40	\$59.77	\$72.93
15-1244	Network and Computer Systems Administrators	3,139	(2%)	163	\$30.97	\$39.57	\$48.81	\$59.91	\$71.46
11-3012	Administrative Services Managers	2,986	4%	269	\$33.24	\$40.80	\$52.28	\$76.29	\$96.77
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	2,385	2%	207	\$21.48	\$27.74	\$34.68	\$39.46	\$44.90
17-3023	Electrical and Electronic Engineering Technologists and Technicians	2,345	0%	218	\$28.96	\$32.28	\$39.75	\$52.45	\$62.18
29-1292	Dental Hygienists	2,184	10%	188	\$51.43	\$51.57	\$57.33	\$60.92	\$62.46
49-9041	Industrial Machinery Mechanics	1,970	8%	192	\$22.66	\$27.45	\$31.93	\$38.79	\$47.33
29-2034	Radiologic Technologists and Technicians	1,807	9%	130	\$30.10	\$40.26	\$50.87	\$62.21	\$66.25
11-3013	Facilities Managers	1,796	4%	166	\$33.72	\$38.42	\$51.05	\$67.85	\$83.51

SOC	Occupation	2024 Jobs	2024 - 2029 % Change	Average Annual Openings	10% Wage	25% Wage	Median Wage	75% Wage	90% Wage
17-3029	Engineering Technologists and Technicians, Except Drafters, All Other	1,730	0%	148	\$26.16	\$32.60	\$43.66	\$53.99	\$62.03
15-1255	Web and Digital Interface Designers	1,661	(0%)	110	\$22.38	\$33.10	\$51.40	\$72.19	\$92.46
31-9099	Healthcare Support Workers, All Other	1,609	6%	237	\$19.00	\$21.48	\$26.78	\$31.12	\$36.22
29-1126	Respiratory Therapists	1,540	8%	98	\$36.99	\$39.94	\$48.39	\$58.35	\$60.59
17-3011	Architectural and Civil Drafters	1,442	2%	126	\$27.70	\$29.82	\$36.59	\$41.43	\$50.53
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	1,412	3%	126	\$21.70	\$28.36	\$35.10	\$39.46	\$46.17
53-2012	Commercial Pilots	1,282	2%	153	\$29.44	\$36.36	\$49.17	\$82.66	\$115.17
17-3022	Civil Engineering Technologists and Technicians	1,047	3%	96	\$24.93	\$28.42	\$38.11	\$43.03	\$50.36
29-2055	Surgical Technologists	1,041	9%	80	\$29.25	\$31.52	\$39.49	\$45.66	\$47.16
15-1231	Computer Network Support Specialists	1,009	3%	72	\$23.46	\$30.92	\$36.99	\$45.13	\$60.08
53-2031	Flight Attendants	938	15%	163	\$28.97	\$36.47	\$45.49	\$49.11	\$64.14
49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment	843	1%	71	\$24.26	\$33.73	\$38.29	\$45.20	\$52.38
15-1254	Web Developers	822	(0%)	51	\$17.79	\$24.18	\$45.53	\$61.31	\$82.76
31-2021	Physical Therapist Assistants	769	21%	156	\$32.27	\$36.42	\$39.35	\$45.88	\$49.35
43-5031	Public Safety Telecommunicators	757	7%	94	\$25.30	\$31.12	\$37.59	\$41.44	\$43.35
31-2011	Occupational Therapy Assistants	293	22%	51	\$34.24	\$37.23	\$38.69	\$44.80	\$46.41

Exhibit A-9: Target Apprenticeship Opportunities in the South Central Coast Region, 2024-2029

SOC	Occupation	2024 Jobs	2024 - 2029 % Change	Average Annual Openings	10% Wage	25% Wage	Median Wage	75% Wage	90% Wage
29-1141	Registered Nurses	15,964	6%	1,059	\$47.76	\$51.90	\$63.22	\$77.99	\$86.44
11-1021	General and Operations Managers	15,198	4%	1,370	\$26.20	\$35.81	\$52.39	\$81.66	\$116.20
33-3051	Police and Sheriff's Patrol Officers	4,933	4%	420	\$37.62	\$47.07	\$56.95	\$59.52	\$63.30
29-2061	Licensed Practical and Licensed Vocational Nurses	3,811	7%	367	\$30.05	\$32.46	\$36.62	\$39.05	\$45.78
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	2,820	3%	248	\$24.73	\$32.05	\$41.44	\$54.61	\$72.46
13-1081	Logisticians	1,840	6%	182	\$27.94	\$35.76	\$47.02	\$57.77	\$71.64
11-3012	Administrative Services Managers	1,798	2%	155	\$32.37	\$40.79	\$56.22	\$71.95	\$95.74
29-1292	Dental Hygienists	1,400	6%	115	\$31.82	\$52.93	\$58.48	\$61.07	\$65.94
29-2042	Emergency Medical Technicians	1,288	15%	142	\$18.65	\$20.25	\$23.11	\$31.12	\$32.69
11-3071	Transportation, Storage, and Distribution Managers	1,203	3%	107	\$30.56	\$36.94	\$49.67	\$71.42	\$95.27
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	1,167	2%	104	\$22.44	\$29.29	\$36.75	\$42.94	\$60.04
49-3011	Aircraft Mechanics and Service Technicians	1,137	5%	105	\$21.88	\$28.90	\$38.53	\$45.99	\$50.18
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	1,115	2%	100	\$21.04	\$27.34	\$33.48	\$38.52	\$44.05
29-2034	Radiologic Technologists and Technicians	1,084	6%	73	\$32.07	\$39.47	\$49.96	\$60.99	\$64.98
11-3013	Facilities Managers	953	4%	89	\$31.07	\$38.00	\$51.68	\$67.79	\$84.51
29-2053	Psychiatric Technicians	856	11%	95	\$23.50	\$35.48	\$44.67	\$51.25	\$54.89
15-1255	Web and Digital Interface Designers	826	(3%)	55	\$21.63	\$30.17	\$45.54	\$62.94	\$85.19
29-1126	Respiratory Therapists	741	10%	50	\$36.34	\$42.69	\$48.97	\$57.95	\$63.37

SOC	Occupation	2024 Jobs	2024 - 2029 % Change	Average Annual Openings	10% Wage	25% Wage	Median Wage	75% Wage	90% Wage
29-2043	Paramedics	739	13%	56	\$24.03	\$31.32	\$36.46	\$42.55	\$50.16
17-3029	Engineering Technologists and Technicians, Except Drafters, All Other	585	1%	53	\$24.45	\$32.63	\$41.86	\$52.27	\$60.31
53-2012	Commercial Pilots	573	9%	81	\$28.93	\$37.67	\$51.08	\$72.89	\$109.49
25-2012	Kindergarten Teachers, Except Special Education	533	4%	66	\$27.46	\$34.98	\$49.58	\$57.81	\$65.10
43-5031	Public Safety Telecommunicators	518	6%	64	\$27.68	\$31.72	\$39.13	\$45.94	\$47.54
29-2055	Surgical Technologists	514	8%	39	\$27.12	\$31.91	\$37.94	\$45.14	\$48.21
17-3022	Civil Engineering Technologists and Technicians	428	0%	38	\$26.89	\$30.98	\$39.39	\$45.99	\$54.02
31-2021	Physical Therapist Assistants	422	18%	83	\$26.41	\$35.60	\$37.63	\$44.78	\$49.31
23-2099	Legal Support Workers, All Other	247	1%	25	\$20.27	\$27.48	\$37.17	\$46.22	\$71.13

APPENDIX B: SAMPLE EMPLOYER INTEREST FORM



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Thank you for your interest in apprenticeship! The [LAUNCH Apprenticeship Network](#), in partnership with California Community Colleges across the state, provide services and educational programs to help employers participate in apprenticeship programs for a range of occupations. Please take this 5-minute survey to help us understand how we might best support your organization explore, plan and/or implement an apprenticeship program.

* 1. First, can you share a few things to quickly get started?

Name

Title

Organization

Email

Phone

2. Which best describes your organization?

- We currently employ apprentices and are interested in expanding
- We have finished planning and we are ready to start an apprenticeship program
- We know other employers use apprenticeship, but need to learn more to see if it will work for our organization
- We have little to no knowledge of how apprenticeships work, but are open to exploring it
- Other (please specify)

3. Approximately how many employees does your organization employ in California?

4. Where would you expect the majority of apprentices to work if you moved forward with an apprenticeship program?

Street address

City

Zip code

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5. What job or jobs at your company are you most interested in starting or expanding an apprenticeship for? If you aren't sure, leave it blank and we can work with you to explore potential options.

Job Title 1

Job Title 2

Job Title 3

6. Approximately how many employees does your company currently employ in the target job(s)?

Job Title 1

Job Title 2

Job Title 3

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7. Below are common reasons employers participate in apprenticeship programs. Which best align with your goals for exploring apprenticeships? (Select all that apply)

- Increase internal advancement opportunities for existing employees
- Reduce time to hire for open positions
- Establish more formalized performance, skill, and competency evaluation
- Increase diversity of workforce (e.g., age, race/ethnicity, gender, experience)
- Expand mentorship opportunities for employees
- Other (please specify)

8. Which of the following employer responsibilities in an apprenticeship program might be a challenge for your organization?

	Not a challenge or barrier at all	Somewhat challenging	A significant challenge or barrier	I'd like to learn more before I can say
Employing apprentices as W-2 employees	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Developing an apprentice job description	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Coordination of an apprentice's work schedule to allow for at least 144 hours of education per year	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Providing required supervision, mentorship, and regular evaluation of apprentices	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Providing at least one wage increase to apprentices as they progress through the program	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Notifying the apprenticeship sponsor (our team) of changes to the employment status or wage of apprentices	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Partnering with union(s) that represent employees in my organization in positions related to the apprenticeship program	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Identifying committed, qualified candidates for the program	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

9. Are there any other barriers or challenges that may make it difficult for your organization to participate in an apprenticeship program?



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10. Do you have any other questions or comments related to participating in an apprenticeship program?

That's it! One of our team members will be in touch within three business days to support your organization on any next steps.

Front cover photo:
Apprenticeship

Photo at right:
Chabot College

Back cover photo:
Modesto Junior College



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